



RESOLUTION NO. 2021-84 RESOLUTION NO. PFA-02 ORDINANCE NO. 2021-02

<u>AGENDA</u>

OUR MISSION

Protect, enhance, and develop Calaveras County's water resources and watersheds to provide safe, reliable, and cost-effective services to our communities.

Special Board Meeting Wednesday, November 23, 2021 1:00 p.m. Calaveras County Water District 120 Toma Court San Andreas, California 95249

Based on guidance from the California Governor's Office, social distancing measures are imposed, Board chamber's capacity will be limited to 8 persons during public meetings. Social distancing and cloth facemasks are required.

The following alternatives are available to members of the public to watch these meetings and provide comments to the Board before and during the meeting:

Microsoft Teams meeting

Join on your computer or mobile app

Click here to join the meeting
Or call in (audio only)

+1 689-206-0281,,44681727#

Phone Conference ID: 446 817 27#

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Administration Office at 209-754-3028. Notification in advance of the meeting will enable CCWD to make reasonable arrangements to ensure accessibility to this meeting. Any documents that are made available to the Board before or at the meeting, not privileged or otherwise protected from disclosure, and related to agenda items, will be made available at CCWD for review by the public.

ORDER OF BUSINESS

CALL TO ORDER / PLEDGE OF ALLEGIANCE

1. ROLL CALL

2. PUBLIC COMMENT

At this time, members of the public may address the Board on any non-agendized item. The public is encouraged to work through staff to place items on the agenda for Board consideration. No action can be taken on matters not listed on the agenda. Comments are limited to three minutes per person.

3. <u>NEW BUSINESS</u>

- Discussion/Action regarding Side Letter Agreement with the SEIU Local 1021 and Amending the Fiscal Year 2021-22 Personnel Allocation (Stacey Lollar, Human Resources Manager)
 - -Approving Side Letter Agreement with the SEIU Local 1021

RES 2021-____

-Amending Fiscal Year 2021-22 Personnel Allocation.

RES 2021-____

4. REPORTS

4a* General Manager's Report (Michael Minkler)

5.* BOARD REPORTS / INFORMATION / FUTURE AGENDA ITEMS

6. <u>NEXT BOARD MEETINGS</u>

- Wednesday, December 8, 2021, 1:00 p.m., Regular Board Meeting
- Wednesday, December 22, 2021, 1:00 p.m., Regular Board Meeting

7. <u>CLOSED SESSION</u>

7a Conference with Real Property Negotiators (Gov. Code section 54956.8.)
Property: APN 012-011-011 Agency negotiators: M. Minkler and D. Wyckoff Negotiating parties: Calaveras Healthy Impact Prod Solutions (CHIPS)

8. REPORTABLE ACTION FROM CLOSED SESSION

9. ADJOURNMENT

Agenda Item

DATE: November 23, 2021

TO: Board of Directors

FROM: Stacey Lollar, HR Manager Michael Minkler, General Manager

SUBJECT: Discussion/Action Regarding a Side Letter to the MOU with SEIU Local 1021

RECOMMENDED ACTION:

Motion: _____ adopting Resolution No. 2021 - ____ approving a side letter agreement to the current Memorandum of Understanding with the Service International Employees Union (SEIU) Local 1021.

Motion: ____ adopting Resolution No. 2021 - ____ amending Fiscal Year 2021-22 Personnel Allocation.

SUMMARY:

CCWD is engaged in a sustained effort to improve its customers' experience when interacting with the District. Recent examples include replacement of a phone system that was a source of frustration for several years and a series of town hall meetings to communicate directly with customers, in addition to many other improvements in technology and business processes. District staff have also been evaluating whether changes in the organizational structure and the allocation of certain finance and customer service tasks could help improve the District's responsiveness to customer needs.

The proposal before the Board was developed over several months of discussions among staff and negotiations with the union. The highlights of the proposal are:

- Creation of a new Customer Service Supervisor position to provide a high level of supervisory support for the Customer Service Representatives and improve coordination across departments.
- 2. Fill a vacancy in customer service with a limited term (one year) employee to give the District time to reevaluate the appropriate customer service staffing level.
- 3. Utilize a temporary employee funded through Mother Lode Job Training to assist with an unusually high workload for customer service staff.

4. Once new staff are on-board and trained in new finance and payroll software, shift all customer service functions from the accounting department to customer service. This will, in turn, allow payroll functions to return to accounting rather than continue to be handled by the Human Resources Department.

These changes are discussed in greater detail, below. The portion of the proposal that requires Board approval is a side letter with the Union and amendment to the personnel allocation for the creation of the Customer Service Supervisor position. Staff believe this position will not require a budget amendment for the current fiscal year due to other vacancies within the Admin Services Department.

This proposal is consistent with the recently adopted Strategic Plan in that it will improve communications with customers (Objective CE-02), prioritize responsiveness to phone calls and electronic inquiries (Objective CE-02(b), create efficiencies and long-term cost effectiveness though advancing technology and modernizing business practices (Objective EO-02), and prioritize staffing needs based on strategic priorities (Objective EO-09).

Customer Service Supervisor

After evaluating several options, staff determined the need for a Customer Service Supervisor classification to provide technical and functional supervisory duties for the Customer Service Representatives. All Customer Service Representatives will report to the Customer Service Supervisor who will be responsible for performance evaluations, scheduling, and day-to-day management of the department. The Customer Service Supervisor will also be able to assist the Customer Service Representatives during high call times, manage the workflow of the department, take elevated "supervisor" calls, as well as work on special projects and initiatives with the External Affairs Manager. For approximately 4-6 months, the Customer Service Supervisor will report to the External Affairs Manager and then possibly transition to report directly to the Director of Administrative Services once the Supervisor has a good understanding of the needs of the Customer Service department. Based on relevant local comparisons, the monthly pay range for the Customer Service Supervisor will be \$6,253-\$7,601.

Reallocation of Job Duties

Additionally, staff has determined that some job duties between Finance and Customer Service will be reallocated. In particular, all billing and payment collection duties currently performed by the Accounting Technician will be performed by the Customer Service Representatives. This includes reminders, lock off review and scheduling, construction and hydrant meters, and other billed utilities such as the Domestic Well Assistance Program. These changes are dependent on the workload of the Customer Service Representatives and the implementation of Tyler finance and payroll software, as discussed in greater detail below. The software implementation, including training and support, will take several months. Accordingly, these changes will be phased in at the appropriate time and as staffing levels permit.

Limited Term Personnel

Until the Customer Service Supervisor position is filled and the new employee is fully trained, CCWD needs at least three Customer Service Representatives. After that time, however, CCWD will reevaluate the appropriate staffing level. A vacancy in customer service provides the District with an opportunity to immediately recruit and hire a limited term employee (no more than 1 year) as we reevaluate the appropriate staffing level. The limited term CSR's primary tasks will be to answer phones, take customer payments, and provide initial and basic customer service assistance. We understand that this hire is urgent due to the level of phone calls and projects occurring throughout the District, which have a direct impact on the amount and length of phone calls the Customer Service department is receiving. This position has been posted and advertised. We hope to have a candidate hired within a few weeks.

To provide additional assistance for Customer Service during this transition, the District is also contracting with Mother Lode Job Training to bring in a temporary worker to assist with phone calls and routine tasks. We expect the candidate to start November 29th and remain as long as needed.

Before the end of the limited term hire period, the District will then evaluate the appropriate staffing level for customer service. The evaluation will determine whether the customer service department needs three Customer Service Representatives and a Customer Service Supervisor or whether it can maintain a high level of customer service with two Customer Service Representatives under the Customer Service Supervisor.

Accounting Department Job Duties

With the removal of all customer service-related tasks from the Accounting Technician classification, the District has the opportunity for the Accounting Technician to focus on daily accounting processes. This will also allow the payroll processing functions to return to the Accounting Technician, which is a more common alignment.

Prior to 2012, payroll was performed by the Accounting Technician when payroll was processed in Springbrook. However, when the District moved payroll processing to ADP, a standalone web-based system, payroll duties moved to the Human Resources Department. ADP has proved to be cumbersome, not user friendly, and has been unable to serve the District with all payroll needs. In the upcoming second phase of the Tyler software implementation (finance and payroll functions), payroll will be aligned back into the accounting department.

Implementation of Tyler payroll software will take several months and these changes will be phased in at that time. All necessary training and support will be available prior to implementation. No changes in salaries or staffing levels are proposed with the restructure of the Accounting Technician duties.

Timeline

The District is already moving forward with the recruitment of a limited term employee to fill the current vacancy in customer service and the temporary employee through Mother Lode Job Training. The District is also proceeding with the second phase of implementation of the Tyler software, which includes the finance and HR modules. Pending Board approval, the District will immediately start recruitment for a Customer Service Supervisor, which will increase the total number of Customer Service Representatives from three to four. The District will re-evaluate the appropriate staffing level prior to the end of the limited-term employee's year with the District.

Conclusion

Management is confident that this restructure will assist the District in meeting its goal of creating a positive customer experience, improve internal and external communications, as well as ensure our ability to be responsive to customer needs.

FINANCIAL CONSIDERATIONS:

The proposed changes will not impact the budget for the current fiscal year. Potential impacts to the 2021/2022 Fiscal Year will be discussed during staff's presentation of this item.

Attachments: Proposed SEIU Side Letter Agreement

Proposed Wage Schedule

Resolution 2021-___ Approving Side Letter Agreement with SEIU Local 1021

Proposed Updated Fiscal Year 2021/22 Personnel Allocation Resolution 2021-___ Amending FY 2021/22 Personnel Allocation

CALAVERAS COUNTY WATER DISTRICT MEMORANDUM OF UNDERSTANDING

with SEIU LOCAL 1021

Term: July 1, 2021 through June 30, 2026

Side Letter of Agreement SEIU Local 1021 and Calaveras County Water District Amendment to Wage Schedule effective November 23, 2021

Effective November 23, 2021, the Calaveras County Water District and The Service Employees International Union Local 1021 agree to the following side letter amending the Memorandum of Understanding (MOU) for the term July 1, 2021 through June 30, 2026:

An updated Wage schedule effective November 23, 2021 and all wage schedules remaining for the term of the MOU will include the addition of a Customer Service Supervisor

All MOU language not included in this amendment remains the same and continues to be valid.

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For the District:	For the Union:
Michael Minkler General Manager	Dennis Mallory SEIU Local 1021 Field Representative
Date:	Date:
	Richard Hibbard
	SEIU Local 1021 Chapter President
	Date:

Signed and agreed:

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
Accountant I	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
	Monthly	\$6,253 \$75,036	\$6,566	\$6,895 \$82,740	\$7,240 \$86,880	\$7,601 \$91,212
	Yearly Hourly	\$39.77	\$78,792 \$41.76	\$43.85	\$46.04	\$48.35
	Bi-Monthly	\$3,447.00	\$3,619.50	\$3,800.50	\$3,990.50	\$4,190.50
Accountant II	Monthly	\$6,894	\$7,239	\$7,601	\$7,981	\$8,381
	Yearly	\$82,728	\$86,868	\$91,212	\$95,772	\$100,572
	Hourly	\$29.68	\$31.17	\$32.73	\$34.36	\$36.08
Accounting Technician I	Bi-Monthly	\$2,572.00	\$2,701.00	\$2,836.50	\$2,978.00	\$3,127.00
Accounting Technician I	Monthly	\$5,144	\$5,402	\$5,673	\$5,956	\$6,254
	Yearly	\$61,728	\$64,824	\$68,076	\$71,472	\$75,048
	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
Accounting Technician II	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
Accounting reclinician in	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
	Hourly	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27
Administrative Technician I	Bi-Monthly	\$2,015.00	\$2,116.00	\$2,222.00	\$2,333.00	\$2,450.00
/ tariii ilottati vo Toorii ilotari T	Monthly	\$4,030	\$4,232	\$4,444	\$4,666	\$4,900
	Yearly	\$48,360	\$50,784	\$53,328	\$55,992	\$58,800
	Hourly	\$26.92	\$28.27	\$29.68	\$31.17	\$32.73
Administrative Technician II	Bi-Monthly Monthly	\$2,333.00	\$2,450.00	\$2,572.50 \$5,145	\$2,701.50	\$2,836.50
	Yearly	\$4,666 \$55,992	\$4,900 \$58,800	\$61,740	\$5,403 \$64,836	\$5,673 \$68,076
	Hourly	\$29.68	\$31.17	\$32.73	\$34.36	\$36.08
	Bi-Monthly	\$2,572.00	\$2,701.00	\$2,836.50	\$2,978.00	\$3,127.00
Administrative Technician, Senior	Monthly	\$5,144	\$5,402	\$5,673	\$5,956	\$6.254
	Yearly	\$61,728	\$64,824	\$68,076	\$71,472	\$75,048
	Hourly	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46
Collection System Worker Traines	Bi-Monthly	\$1,957.50	\$2,055.50	\$2,158.50	\$2,266.50	\$2,379.50
Collection System Worker Trainee	Monthly	\$3,915	\$4,111	\$4,317	\$4,533	\$4,759
	Yearly	\$46,980	\$49,332	\$51,804	\$54,396	\$57,108
	Hourly	\$24.90	\$26.15	\$27.46	\$28.83	\$30.27
Collection System Worker I	Bi-Monthly	\$2,158.00	\$2,266.00	\$2,379.50	\$2,498.50	\$2,623.50
• • • • • • • • • • • • • • • • • • •	Monthly	\$4,316	\$4,532	\$4,759	\$4,997	\$5,247
	Yearly	\$51,792	\$54,384	\$57,108	\$59,964	\$62,964
	Hourly Bi-Monthly	\$27.46 \$2,379.50	\$28.83 \$2,498.50	\$30.27 \$2,623.50	\$31.79 \$2,755.00	\$33.38 \$2,892.50
Collection System Worker II	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
Collection System Worker III	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
Collection System Worker IV	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
Concount Cystem Worker W	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
Collection System Worker, Senior	Bi-Monthly	\$3,189.00 \$6,378	\$3,348.50 \$6,607	\$3,516.00	\$3,692.00	\$3,876.50 \$7,753
•	Monthly Yearly	\$76,536	\$6,697 \$80,364	\$7,032 \$84,384	\$7,384 \$88,608	\$93,036
	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
Construction Inspector I	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
Construction Inchestor II	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
Construction Inspector II	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
Construction Inspector III	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
- · · · · - - · · · ·	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
	Hourly Bi Monthly	\$36.80	\$38.64 \$3.348.50	\$40.57 \$3.516.00	\$42.60	\$44.73 \$3.876.50
Construction Inspector, Senior	Bi-Monthly Monthly	\$3,189.00 \$6,378	\$3,348.50 \$6,697	\$3,516.00 \$7,032	\$3,692.00 \$7,384	\$3,876.50 \$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
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Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
Construction Worker I	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
	Monthly Yearly	\$4,759 \$57,108	\$4,997 \$59,964	\$5,247 \$62,964	\$5,510 \$66,120	\$5,785 \$69,420
	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
O	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
Construction Worker II	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
Construction Worker III	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly Yearly	\$5,785 \$69,420	\$6,075 \$72,900	\$6,379 \$76,548	\$6,698 \$80,376	\$7,033 \$84,396
	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
Construction IVI I Co.	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
Construction Worker, Senior	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
	Hourly	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27
Customer Service Representative I	Bi-Monthly	\$2,015.00	\$2,116.00	\$2,222.00	\$2,333.00	\$2,450.00
	Monthly	\$4,030	\$4,232	\$4,444	\$4,666	\$4,900
	Yearly	\$48,360	\$50,784 \$28.27	\$53,328 \$29.68	\$55,992 \$31.17	\$58,800 \$32.73
	Hourly Bi-Monthly	\$26.92 \$2,333.00	\$2,450.00	\$29.68	\$2,701.50	\$2,836.50
Customer Service Representative II	Monthly	\$4,666	\$4,900	\$5,145	\$5,403	\$5,673
	Yearly	\$55,992	\$58,800	\$61,740	\$64,836	\$68,076
	Hourly	\$29.68	\$31.17	\$32.73	\$34.36	\$36.08
Customer Comice Democratics III	Bi-Monthly	\$2,572.00	\$2,701.00	\$2,836.50	\$2,978.00	\$3,127.00
Customer Service Representative III	Monthly	\$5,144	\$5,402	\$5,673	\$5,956	\$6,254
	Yearly	\$61,728	\$64,824	\$68,076	\$71,472	\$75,048
	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
Customer Service Representative, Senior	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
,	Monthly	\$5,671	\$5,955 \$74,460	\$6,253	\$6,566	\$6,894 \$82,728
	Yearly Hourly	\$68,052 \$36.08	\$71,460 \$37.88	\$75,036 \$39.78	\$78,792 \$41.77	\$43.85
	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
Customer Service Supervisor**	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
	Hourly	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46
Distribution Worker Trainee	Bi-Monthly	\$1,957.50	\$2,055.50	\$2,158.50	\$2,266.50	\$2,379.50
Distribution Worker Trainee	Monthly	\$3,915	\$4,111	\$4,317	\$4,533	\$4,759
	Yearly	\$46,980	\$49,332	\$51,804	\$54,396	\$57,108
	Hourly	\$24.90	\$26.15	\$27.46	\$28.83	\$30.27 \$2,623.50
Distribution Worker I	Bi-Monthly Monthly	\$2,158.00 \$4,316	\$2,266.00 \$4,532	\$2,379.50 \$4.759	\$2,498.50 \$4,997	\$2,623.50 \$5.247
	Yearly	\$51,792	\$54,384	\$57,108	\$59,964	\$62,964
	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
D: 1:1 (: M/ 1 H	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
Distribution Worker II	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
Distribution Worker III	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly Hourly	\$62,964	\$66,120 \$35.05	\$69,432 \$36.80	\$72,900	\$76,548 \$40.58
	Bi-Monthly	\$33.38 \$2,892.50	\$3,037.50	\$3,189.50	\$38.64 \$3,349.00	\$3,516.50
Distribution Worker IV	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
Distribution Worker Conier	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
Distribution Worker, Senior	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
,	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
			ma 007 F0	mg 400 E0	\$3,349.00	\$3,516.50
Electrician/Instrumentation Tech I	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50		
Electrician/Instrumentation Tech I	Bi-Monthly Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
Electrician/Instrumentation Tech I	Bi-Monthly Monthly Yearly	\$5,785 \$69,420	\$6,075 \$72,900	\$6,379 \$76,548	\$6,698 \$80,376	\$7,033 \$84,396
Electrician/Instrumentation Tech I	Bi-Monthly Monthly Yearly Hourly	\$5,785 \$69,420 \$36.80	\$6,075 \$72,900 \$38.64	\$6,379 \$76,548 \$40.57	\$6,698 \$80,376 \$42.60	\$7,033 \$84,396 \$44.73
Electrician/Instrumentation Tech I Electrician/Instrumentation Tech II	Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$5,785 \$69,420 \$36.80 \$3,189.00	\$6,075 \$72,900 \$38.64 \$3,348.50	\$6,379 \$76,548 \$40.57 \$3,516.00	\$6,698 \$80,376 \$42.60 \$3,692.00	\$7,033 \$84,396 \$44.73 \$3,876.50
	Bi-Monthly Monthly Yearly Hourly	\$5,785 \$69,420 \$36.80	\$6,075 \$72,900 \$38.64	\$6,379 \$76,548 \$40.57	\$6,698 \$80,376 \$42.60	\$7,033 \$84,396 \$44.73

APPENDIX A - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 11/23/2021 (with a 4% Salary Increase and Equity Adjustments)

	Hourly	\$40.58	\$42.61	\$44.74	\$46.97	\$49.33
Electrician/Instrumentation Tech, Senior	Bi-Monthly	\$3,516.50	\$3,692.50	\$3,877.50	\$4,071.00	\$4,275.00
Electrician/mstrumentation rech, Semoi	Monthly	\$7,033	\$7,385	\$7,755	\$8,142	\$8,550
	Yearly	\$84,396	\$88,620	\$93,060	\$97,704	\$102,600
	Hourly	\$43.85	\$46.05	\$48.36	\$50.78	\$53.31
Engineer Associate	Bi-Monthly	\$3,800.50	\$3,991.00	\$4,191.00	\$4,400.50	\$4,620.50
Engineer - Associate	Monthly	\$7,601	\$7,982	\$8,382	\$8,801	\$9,241
	Yearly	\$91,212	\$95,784	\$100,584	\$105,612	\$110,892
	Hourly	\$48.35	\$50.76	\$53.30	\$55.97	\$58.77
	Bi-Monthly	\$4,190.00	\$4,399.50	\$4,619.50	\$4,850.50	\$5,093.00
Engineer - Civil	Monthly	\$8,380	\$8,799	\$9,239	\$9,701	\$10,186
	Yearly	\$100,560	\$105,588	\$110,868	\$116,412	\$122,232
	Hourly	\$53.30	\$55.97	\$58.77	\$61.71	\$64.79
	Bi-Monthly	\$4,619.50	\$4,850.50	\$5,093.50	\$5,348.00	\$5,615.50
Engineer - Civil Senior	Monthly	\$9,239	\$9,701	\$10,187	\$10,696	\$11,231
	Yearly	\$110,868	\$116,412	\$122,244	\$128,352	\$134,772
		\$46.04		\$50.78		
	Hourly		\$48.35		\$53.31	\$55.98
Engineering Analyst	Bi-Monthly	\$3,990.50	\$4,190.50	\$4,400.50	\$4,620.50	\$4,851.50
	Monthly	\$7,981	\$8,381	\$8,801	\$9,241	\$9,703
	Yearly	\$95,772	\$100,572	\$105,612	\$110,892	\$116,436
	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
Engineering Coordinator	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
gg 000141114101	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
	Hourly	\$31.16	\$32.72	\$34.36	\$36.08	\$37.89
Engineering Technisian I	Bi-Monthly	\$2,700.50	\$2,836.00	\$2,978.00	\$3,127.00	\$3,283.50
Engineering Technician I	Monthly	\$5,401	\$5,672	\$5,956	\$6,254	\$6,567
	Yearly	\$64,812	\$68,064	\$71,472	\$75,048	\$78,804
	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
Engineering Technician II	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
	Hourly	\$41.76	\$43.85	\$46.05	\$48.35	\$50.77
	Bi-Monthly	\$3,619.50	\$3,800.50	\$3,991.00	\$4,190.50	\$4,400.00
Engineering Technician, Senior	Monthly	\$7,239	\$7,601	\$7,982	\$8,381	\$8,800
	Yearly	\$86,868	\$91,212	\$95,784	\$100,572	\$105,600
	_			\$28.27	\$29.68	
	Hourly	\$25.63	\$26.92			\$31.17
Facilities Maintenance Technician	Bi-Monthly	\$2,221.50	\$2,333.00	\$2,450.00	\$2,572.50	\$2,701.00
	Monthly	\$4,443	\$4,666	\$4,900	\$5,145	\$5,402
	Yearly	\$53,316	\$55,992	\$58,800	\$61,740	\$64,824
	Hourly	\$46.04	\$48.35	\$50.78	\$53.31	\$55.98
Information Systems Administrator	Bi-Monthly	\$3,990.50	\$4,190.50	\$4,400.50	\$4,620.50	\$4,851.50
innermanen e jerenne / tanımınen are:	Monthly	\$7,981	\$8,381	\$8,801	\$9,241	\$9,703
	Yearly	\$95,772	\$100,572	\$105,612	\$110,892	\$116,436
	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
Information Systems Analyst		\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
information bystems Analyst	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
	Hourly	\$30.87	\$32.41	\$34.03	\$35.73	\$37.52
Mechanic I	Bi-Monthly	\$2,675.00	\$2,809.00	\$2,949.50	\$3,097.00	\$3,252.00
IVIECHALIIC I	Monthly	\$5,350	\$5,618	\$5,899	\$6,194	\$6,504
	Yearly	\$64,200	\$67,416	\$70,788	\$74,328	\$78,048
	Hourly	\$34.03	\$35.73	\$37.52	\$39.39	\$41.37
Mashania II	Bi-Monthly	\$2,949.00	\$3,096.50	\$3,251.50	\$3,414.00	\$3,585.00
Mechanic II	Monthly	\$5,898	\$6,193	\$6,503	\$6,828	\$7,170
	Yearly	\$70,776	\$74,316	\$78,036	\$81,936	\$86,040
	Hourly	\$37.52	\$39.40	\$41.37	\$43.44	\$45.61
	Bi-Monthly	\$3,251.50	\$3,414.50	\$3,585.50	\$3,764.50	\$3,953.00
Mechanic, Senior	Monthly	\$6,503	\$6,829	\$7,171	\$7,529	\$7,906
	Yearly	\$78,036	\$81,948	\$86,052	\$90,348	\$94,872
	Hourly	\$22.14	\$23.25	\$24.42	\$25.64	\$26.92
	Bi-Monthly	\$1,919.00	\$2,015.00	\$2,116.00	\$2,222.00	\$2,333.00
Meter Reader Trainee	Monthly	\$3,838	\$4,030	\$4,232	\$4,444	\$4,666
	Yearly	\$46,056	\$48,360	\$50,784	\$53,328	\$55,992
		\$24.42		\$26.93	\$28.27	
	Hourly Bi Monthly		\$25.64			\$29.68
Meter Reader I	Bi-Monthly	\$2,116.00	\$2,222.00	\$2,333.50	\$2,450.00	\$2,572.50
	Monthly	\$4,232 \$50,784	\$4,444 \$53,338	\$4,667 \$56,004	\$4,900	\$5,145 \$61,740
Olegaification	Yearly	\$50,784	\$53,328	\$56,004	\$58,800	\$61,740
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$26.92	\$28.27	\$29.68	\$31.17	\$32.73

Meter Reader II	Bi-Monthly	\$2,333.00	\$2,450.00	\$2,572.50	\$2,701.50	\$2,836.50
Weter Reader II	Monthly	\$4,666	\$4,900	\$5,145	\$5,403	\$5,673
	Yearly	\$55,992	\$58,800	\$61,740	\$64,836	\$68,076
	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
Purchasing Agent	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
r drondomig rigom	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
	Hourly	\$40.58	\$42.61	\$44.74	\$46.97	\$49.33
SCADA Technician I	Bi-Monthly	\$3,516.50	\$3,692.50	\$3,877.50	\$4,071.00	\$4,275.00
CONDITION INCIDENT	Monthly	\$7,033	\$7,385	\$7,755	\$8,142	\$8,550
	Yearly	\$84,396	\$88,620	\$93,060	\$97,704	\$102,600
	Hourly	\$44.73	\$46.97	\$49.32	\$51.78	\$54.38
SCADA Technician, Senior	Bi-Monthly	\$3,876.50	\$4,070.50	\$4,274.50	\$4,488.00	\$4,712.50
	Monthly	\$7,753	\$8,141	\$8,549	\$8,976	\$9,425
	Yearly	\$93,036	\$97,692	\$102,588	\$107,712	\$113,100
	Hourly	\$42.60	\$44.73	\$46.97	\$49.32	\$51.79
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$3,692.00	\$3,877.00	\$4,071.00	\$4,274.50	\$4,488.50
	Monthly	\$7,384	\$7,754	\$8,142	\$8,549	\$8,977
	Yearly	\$88,608	\$93,048	\$97,704	\$102,588	\$107,724
	Hourly	\$42.60	\$44.73	\$46.97	\$49.32	\$51.79
Senior Supervisor, Distribution & Collections	Bi-Monthly	\$3,692.00	\$3,877.00	\$4,071.00	\$4,274.50	\$4,488.50
, .,	Monthly	\$7,384	\$7,754	\$8,142	\$8,549	\$8,977
	Yearly	\$88,608	\$93,048	\$97,704	\$102,588	\$107,724
	Hourly	\$49.31	\$51.78	\$54.37	\$57.09	\$59.94
Senior Supervisor, Electrical/SCADA	Bi-Monthly	\$4,273.50	\$4,487.50	\$4,712.00	\$4,947.50	\$5,195.00
	Monthly	\$8,547	\$8,975	\$9,424	\$9,895	\$10,390
	Yearly	\$102,564	\$107,700	\$113,088	\$118,740	\$124,680
	Hourly	\$42.60	\$44.73	\$46.97	\$49.32	\$51.79
Senior Supervisor, W/WW Operations	Bi-Monthly	\$3,692.00	\$3,877.00	\$4,071.00	\$4,274.50	\$4,488.50
Comer Supervisor, W/WW Operations	Monthly	\$7,384	\$7,754	\$8,142	\$8,549	\$8,977
	Yearly	\$88,608	\$93,048	\$97,704	\$102,588	\$107,724
	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
Utility Worker I*	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
Canty Worker	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
Utility Worker II*	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
,	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
Utility Worker Senior*	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
•	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
	Hourly	\$24.90	\$26.15	\$27.46	\$28.83	\$30.27
W/WW Treatment Plant Operator OIT	Bi-Monthly	\$2,158.00	\$2,266.00	\$2,379.50	\$2,498.50	\$2,623.50
·	Monthly	\$4,316	\$4,532	\$4,759	\$4,997 \$59,964	\$5,247
	Yearly	\$51,792				ወደረን ሀይ <i>ላ</i>
	اد		\$54,384	\$57,108		\$62,964
	Hourly Bi Monthly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
W/WW Treatment Plant Operator I	Bi-Monthly	\$27.46 \$2,379.50	\$28.83 \$2,498.50	\$30.27 \$2,623.50	\$31.79 \$2,755.00	\$33.38 \$2,892.50
W/WW Treatment Plant Operator I	Bi-Monthly Monthly	\$27.46 \$2,379.50 \$4,759	\$28.83 \$2,498.50 \$4,997	\$30.27 \$2,623.50 \$5,247	\$31.79 \$2,755.00 \$5,510	\$33.38 \$2,892.50 \$5,785
W/WW Treatment Plant Operator I	Bi-Monthly Monthly Yearly	\$27.46 \$2,379.50 \$4,759 \$57,108	\$28.83 \$2,498.50 \$4,997 \$59,964	\$30.27 \$2,623.50 \$5,247 \$62,964	\$31.79 \$2,755.00 \$5,510 \$66,120	\$33.38 \$2,892.50 \$5,785 \$69,420
W/WW Treatment Plant Operator I	Bi-Monthly Monthly Yearly Hourly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80
W/WW Treatment Plant Operator I W/WW Treatment Plant Operator II	Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50
·	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379
·	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548
·	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58
·	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50
W/WW Treatment Plant Operator II	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033
W/WW Treatment Plant Operator II	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396
W/WW Treatment Plant Operator II	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Hourly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73
W/WW Treatment Plant Operator II W/WW Treatment Plant Operator III	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.00	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,348.50	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.57 \$3,516.00	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60 \$3,692.00	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73 \$3,876.50
W/WW Treatment Plant Operator II	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Monthly Yearly Hourly Bi-Monthly Monthly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.00 \$6,378	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,348.50 \$6,697	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.57 \$3,516.00 \$7,032	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60 \$3,692.00 \$7,384	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73 \$3,876.50 \$7,753
W/WW Treatment Plant Operator II W/WW Treatment Plant Operator III	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Hourly Hourly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.00 \$6,378 \$76,536	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,348.50 \$6,697 \$80,364	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.57 \$3,516.00 \$7,032 \$84,384	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60 \$3,692.00 \$7,384 \$88,608	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73 \$3,876.50 \$7,753 \$93,036
W/WW Treatment Plant Operator II W/WW Treatment Plant Operator III	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.00 \$6,378 \$76,536 \$33.38	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,348.50 \$6,697 \$80,364 \$35.05	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.57 \$3,516.00 \$7,032 \$84,384 \$36.80	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60 \$3,692.00 \$7,384 \$88,608 \$38.64	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73 \$3,876.50 \$7,753 \$93,036 \$40.58
W/WW Treatment Plant Operator II W/WW Treatment Plant Operator III W/WW Treatment Plant Operator, Senior	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Hourly Hourly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.00 \$6,378 \$76,536	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,348.50 \$6,697 \$80,364	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.57 \$3,516.00 \$7,032 \$84,384	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60 \$3,692.00 \$7,384 \$88,608	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73 \$3,876.50 \$7,753 \$93,036
W/WW Treatment Plant Operator II W/WW Treatment Plant Operator III	Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly	\$27.46 \$2,379.50 \$4,759 \$57,108 \$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.00 \$6,378 \$76,536 \$33.38	\$28.83 \$2,498.50 \$4,997 \$59,964 \$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,348.50 \$6,697 \$80,364 \$35.05	\$30.27 \$2,623.50 \$5,247 \$62,964 \$33.38 \$2,893.00 \$5,786 \$69,432 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.57 \$3,516.00 \$7,032 \$84,384 \$36.80	\$31.79 \$2,755.00 \$5,510 \$66,120 \$35.05 \$3,037.50 \$6,075 \$72,900 \$38.64 \$3,349.00 \$6,698 \$80,376 \$42.60 \$3,692.00 \$7,384 \$88,608 \$38.64	\$33.38 \$2,892.50 \$5,785 \$69,420 \$36.80 \$3,189.50 \$6,379 \$76,548 \$40.58 \$3,516.50 \$7,033 \$84,396 \$44.73 \$3,876.50 \$7,753 \$93,036 \$40.58

^{*} Addition of Utility Worker Series per Res. No. 2021-82
** Addition of Customer Service Supervisor per Res. No. 2021-

APPENDIX B - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

lassification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$36.98	\$38.83	\$40.78	\$42.81	\$44.95
Accountant I	Bi-Monthly	\$3,205.00	\$3,365.50	\$3,534.00	\$3,710.50	\$3,896.00
	Monthly	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792
	Yearly	\$76,920 \$40.77	\$80,772	\$84,816 \$44.96	\$89,052 \$47.20	\$93,504
	Hourly Bi-Monthly	\$3,533.50	\$42.81 \$3,710.50	\$3,896.50	\$4,091.00	\$49.56 \$4,295.50
Accountant II	Monthly	\$7,067	\$7,421	\$7,793	\$8,182	\$8,591
	Yearly	\$84,804	\$89,052	\$93,516	\$98,184	\$103,092
	Hourly	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98
Atime Toolesiden I	Bi-Monthly	\$2,636.50	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00
Accounting Technician I	Monthly	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410
	Yearly	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920
	Hourly	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77
Accounting Technician II	Bi-Monthly	\$2,906.50	\$3,052.00	\$3,205.00	\$3,365.00	\$3,533.50
Accounting recrimician in	Monthly	\$5,813	\$6,104	\$6,410	\$6,730	\$7,067
	Yearly	\$69,756	\$73,248	\$76,920	\$80,760	\$84,804
	Hourly	\$23.83	\$25.03	\$26.28	\$27.59	\$28.97
Administrative Technician I	Bi-Monthly	\$2,065.50	\$2,169.00	\$2,277.50	\$2,391.50	\$2,511.00
,	Monthly	\$4,131	\$4,338	\$4,555	\$4,783	\$5,022
	Yearly	\$49,572	\$52,056	\$54,660	\$57,396	\$60,264
	Hourly	\$27.59	\$28.98	\$30.43 \$2,637.50	\$31.95 \$2,769.00	\$33.55
Administrative Technician II	Bi-Monthly Monthly	\$2,391.50 \$4,783	\$2,511.50 \$5,023	\$5,275	\$5,538	\$2,907.50 \$5,815
	Yearly	\$57,396	\$60,276	\$63,300	\$66,456	\$69,780
	Hourly	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98
	Bi-Monthly	\$2,636.50	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00
Administrative Technician, Senior	Monthly	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410
	Yearly	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920
	Hourly	\$23.15	\$24.31	\$25.53	\$26.80	\$28.15
Collection System Worker Trainee	Bi-Monthly	\$2,006.50	\$2,107.00	\$2,212.50	\$2,323.00	\$2,439.50
Concount System Wenter Traines	Monthly	\$4,013	\$4,214	\$4,425	\$4,646	\$4,879
	Yearly	\$48,156	\$50,568	\$53,100	\$55,752	\$58,548
	Hourly Bi Monthly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
Collection System Worker I	Bi-Monthly Monthly	\$2,212.00 \$4,424	\$2,323.00 \$4,646	\$2,439.50 \$4,879	\$2,561.50 \$5,123	\$2,689.50 \$5,379
	Yearly	\$53,088	\$55,752	\$58,548	\$61,476	\$64,548
	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
Callaction Systems Worker II	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
Collection System Worker II	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
Collection System Worker III	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
,	Monthly Yearly	\$5,379 \$64,548	\$5,648 \$67,776	\$5,931 \$71,172	\$6,227 \$74,724	\$6,539 \$78,468
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
Collection System Worker IV	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
Collection System Worker, Senior	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
Concension Cyclem Worker, Corner	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
Construction Inspector I	Bi-Monthly Monthly	\$2,439.00 \$4,878	\$2,561.00 \$5,122	\$2,689.50 \$5,379	\$2,824.00 \$5,648	\$2,965.00 \$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
Complementian Institute II	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
Construction Inspector II	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
Construction Inspector III	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
Construction Inspector III	Monthly	\$5,930	\$6,227	\$6,539 \$78,468	\$6,866	\$7,209
Conduction inspector in		Φ74 4CC				\$86,508
Conduction inspector in	Yearly	\$71,160	\$74,724		\$82,392	
Construction inspector in	Yearly Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
Construction Inspector, Senior	Yearly Hourly Bi-Monthly	\$37.72 \$3,269.00	\$39.61 \$3,432.50	\$41.59 \$3,604.50	\$43.67 \$3,784.50	\$45.85 \$3,974.00
·	Yearly Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85

APPENDIX B - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
Construction Worker I	Bi-Monthly	\$2,439.00 \$4,878	\$2,561.00 \$5,122	\$2,689.50 \$5,379	\$2,824.00	\$2,965.00
	Monthly Yearly	\$58,536	\$61,464	\$64,548	\$5,648 \$67,776	\$5,930 \$71,160
	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
Construction Worker II	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
Construction Worker in	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
	Hourly Bi-Monthly	\$34.21 \$2,965.00	\$35.93 \$3,113.50	\$37.73 \$3,269.50	\$39.61 \$3,433.00	\$41.59 \$3,604.50
Construction Worker III	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
Construction Worker, Senior	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
,	Monthly Yearly	\$6,538 \$78,456	\$6,865 \$82,380	\$7,209 \$86,508	\$7,569 \$90,828	\$7,948 \$95,376
	Hourly	\$23.83	\$25.03	\$26.28	\$27.59	\$28.97
Customer Carries Benragantative I	Bi-Monthly	\$2,065.50	\$2,169.00	\$2,277.50	\$2,391.50	\$2,511.00
Customer Service Representative I	Monthly	\$4,131	\$4,338	\$4,555	\$4,783	\$5,022
	Yearly	\$49,572	\$52,056	\$54,660	\$57,396	\$60,264
	Hourly	\$27.59	\$28.98	\$30.43	\$31.95	\$33.55
Customer Service Representative II	Bi-Monthly Monthly	\$2,391.50 \$4,783	\$2,511.50 \$5,023	\$2,637.50 \$5,275	\$2,769.00 \$5,538	\$2,907.50 \$5,815
	Yearly	\$57,396	\$60,276	\$63,300	\$66,456	\$69,780
	Hourly	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98
Customer Service Representative III	Bi-Monthly	\$2,636.50	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00
Customer Service Representative III	Monthly	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410
	Yearly	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920
	Hourly	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77
Customer Service Representative, Senior	Bi-Monthly Monthly	\$2,906.50 \$5,813	\$3,052.00 \$6,104	\$3,205.00 \$6,410	\$3,365.00 \$6,730	\$3,533.50 \$7,067
	Yearly	\$69,756	\$73,248	\$76,920	\$80,760	\$84,804
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
Customer Service Supervisor**	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
Customer Service Supervisor	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456 \$23.15	\$82,380 \$24.31	\$86,508 \$25.53	\$90,828 \$26.80	\$95,376
	Hourly Bi-Monthly	\$23.15	\$24.31	\$25.53	\$26.80	\$28.15 \$2,439.50
Distribution Worker Trainee	Monthly	\$4,013	\$4.214	\$4,425	\$4,646	\$4,879
	Yearly	\$48,156	\$50,568	\$53,100	\$55,752	\$58,548
	Hourly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
Distribution Worker I	Bi-Monthly	\$2,212.00	\$2,323.00	\$2,439.50	\$2,561.50	\$2,689.50
Ziounzunen Weinen	Monthly	\$4,424	\$4,646	\$4,879	\$5,123	\$5,379
	Yearly	\$53,088 \$28.14	\$55,752 \$29.55	\$58,548 \$31.03	\$61,476 \$32.58	\$64,548 \$34.21
	Hourly Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
Distribution Worker II	Monthly	\$4,878	\$5.122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
Distribution Worker III	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
	Monthly Yearly	\$5,379 \$64,548	\$5,648 \$67,776	\$5,931 \$71,172	\$6,227 \$74,724	\$6,539 \$78,468
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
Distant is that it is it	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
Distribution Worker IV	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
Distribution Worker, Senior	Bi-Monthly Monthly	\$3,269.00 \$6,538	\$3,432.50 \$6,865	\$3,604.50 \$7,200	\$3,784.50 \$7,560	\$3,974.00
	Yearly	\$6,538 \$78,456	\$6,865 \$82,380	\$7,209 \$86,508	\$7,569 \$90,828	\$7,948 \$95,376
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
Electrician/Instrumentation Tech I	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
Lieotriolar/iristrumentation Tech I	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly Bi-Monthly	\$37.72 \$3,269.00	\$39.61 \$3,432.50	\$41.59 \$3,604.50	\$43.67 \$3,784.50	\$45.85 \$3,974.00
Electrician/Instrumentation Tech II	Monthly	\$5,269.00	\$3,432.50 \$6,865	\$3,604.50 \$7,209	\$3,784.50 \$7,569	\$3,974.00 \$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
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APPENDIX B - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Hourly \$41.59 \$43.67 \$45.86 \$48.15 Bi-Monthly \$3,604.50 \$3,785.00 \$3,974.50 \$4,173.00 Monthly \$7,209 \$7,570 \$7,949 \$8,346 Yearly \$86,508 \$90,840 \$95,388 \$100,152 Hourly \$44.95 \$47.20 \$49.57 \$52.04 Monthly \$7,792 \$8,182 \$8,592 \$9,021 Yearly \$93,504 \$98,184 \$103,104 \$108,252 Yearly \$103,080 \$108,240 \$113,652 \$119,340 Yearly \$103,080 \$108,240 \$113,652 \$119,340 Yearly \$103,080 \$108,240 \$113,652 \$119,340 Yearly \$113,640 \$119,328 \$125,304 \$131,568 Hourly \$47.20 \$49.56 \$52.04 \$54.65 S52.04 \$54.65 S52.04 \$131,568 Hourly \$47.20 \$49.56 \$52.04 \$54.65 S52.04 \$54.65 S52.04 \$54.65 S52.04 \$54.65 S52.04 S54.65 S	\$50.56 \$4,382.00 \$8,764 \$105,168 \$54.65 \$4,736.00 \$9,472 \$113,664 \$60.24 \$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50 \$7.067
Engineer - Associate Engineer - Civil Senior	\$105,168 \$54.65 \$4,736.00 \$9,472 \$113,664 \$60.24 \$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Hourly \$44.95 \$47.20 \$49.57 \$52.04	\$54.65 \$4,736.00 \$9,472 \$113,664 \$60.24 \$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Bi-Monthly	\$4,736.00 \$9,472 \$113,664 \$60.24 \$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Monthly \$7,792 \$8,182 \$8,592 \$9,021	\$9,472 \$113,664 \$60.24 \$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Engineer - Civil Hourly \$49.56 \$52.04 \$54.64 \$57.38 Bi-Monthly \$4,295.00 \$4,510.00 \$4,735.50 \$4,972.50 Monthly \$8,590 \$9,020 \$9,471 \$9,945 Yearly \$103,080 \$108,240 \$113,652 \$119,340 Hourly \$54.63 \$57.37 \$60.24 \$63.25 Bi-Monthly \$4,735.00 \$4,972.00 \$5,221.00 \$5,482.00 Monthly \$9,470 \$9,944 \$10,442 \$10,964 Yearly \$113,640 \$119,328 \$125,304 \$131,568 Hourly \$47.20 \$49.56 \$52.04 \$54.65 Bi-Monthly \$4,090.50 \$4,295.50 \$4,510.50 \$4,736.00 Monthly \$8,181 \$8,591 \$9,021 \$9,472 Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83 Bi-Monthly \$2,906.50 \$3,052.00 \$3,205.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,365.00 \$3,065.00 \$3,365.00 \$3,065.00 \$3,365.00 \$3,065.00 \$3,365.00 \$3,065.00 \$3,365.00 \$3,065.00 \$3,365.00 \$3,065.00 \$3,065.00 \$3,065.00 \$3,065.00 \$3	\$60.24 \$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Engineer - Civil Bi-Monthly	\$5,221.00 \$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Monthly	\$10,442 \$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Yearly \$103,080 \$108,240 \$113,652 \$119,340 Hourly \$54.63 \$57.37 \$60.24 \$63.25 Bi-Monthly \$4,735.00 \$4,972.00 \$5,221.00 \$5,482.00 Monthly \$9,470 \$9,944 \$10,442 \$10,964 Yearly \$113,640 \$119,328 \$125,304 \$131,568 Hourly \$47.20 \$49.56 \$52.04 \$54.65 Bi-Monthly \$4,090.50 \$4,295.50 \$4,510.50 \$4,736.00 Monthly \$8,181 \$8,591 \$9,021 \$9,472 Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83 Bi-Monthly \$2,906.50 \$3,052.00 \$3,205.00 \$3,365.00 S3,365.00 \$3,365.00 S4,722 \$36.98 \$38.83 S4,803 \$365.00 \$3,365.00 S3,365.00 \$3,365.00 S3,365.00 \$3,365.00 S4,736.00 S4,736.00 \$3,365.00 S4,736.00 S4,736.0	\$125,304 \$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Engineer - Civil Senior Bi-Monthly	\$66.42 \$5,756.00 \$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Engineer - Civil Serilor Monthly \$9,470 \$9,944 \$10,442 \$10,964 Yearly \$113,640 \$119,328 \$125,304 \$131,568 Hourly \$47.20 \$49.56 \$52.04 \$54.65 Bi-Monthly \$4,090.50 \$4,295.50 \$4,510.50 \$4,736.00 Monthly \$8,181 \$8,591 \$9,021 \$9,472 Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83 Bi-Monthly \$2,906.50 \$3,052.00 \$3,205.00 \$3,365.00 Signature \$3,365.00 \$3,365.00 Signature \$3,052.00 \$3,205.00 \$3,365.00 Signature \$3,052.00 \$3,052.00 Signature \$3,052.00 \$3,052.00 Signature \$3,052.00 \$3,052.00 Signature \$3,052.00 S	\$11,512 \$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Yearly \$113,640 \$119,328 \$125,304 \$131,568 Hourly \$47.20 \$49.56 \$52.04 \$54.65 Bi-Monthly \$4,090.50 \$4,295.50 \$4,510.50 \$4,736.00 Monthly \$8,181 \$8,591 \$9,021 \$9,472 Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83 Bi-Monthly \$2,906.50 \$3,052.00 \$3,205.00 \$3,365.00	\$138,144 \$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Hourly \$47.20 \$49.56 \$52.04 \$54.65 Bi-Monthly \$4,090.50 \$4,295.50 \$4,510.50 \$4,736.00 Monthly \$8,181 \$8,591 \$9,021 \$9,472 Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83 Bi-Monthly \$2,906.50 \$3,052.00 \$3,205.00 \$3,365.00	\$57.38 \$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Engineering Analyst Bi-Monthly	\$4,973.00 \$9,946 \$119,352 \$40.77 \$3,533.50
Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83	\$119,352 \$40.77 \$3,533.50
Hourly \$33.54 \$35.22 \$36.98 \$38.83	\$40.77 \$3,533.50
Bi-Monthly \$2,906.50 \$3,052.00 \$3,205.00 \$3,365.00	\$3,533.50
Engineering Coordinator	
Yearly \$69,756 \$73,248 \$76,920 \$80,760	\$84,804
Hourly \$31.94 \$33.54 \$35.22 \$36.98	\$38.83
Engineering Technician I Bi-Monthly \$2,768.50 \$2,907.00 \$3,052.50 \$3,205.00	\$3,365.50
Monthly \$5,537 \$5,814 \$6,105 \$6,410 Yearly \$66,444 \$69,768 \$73,260 \$76,920	\$6,731 \$80,772
Hourly \$36.98 \$38.83 \$40.78 \$42.81	\$44.95
Engineering Technician II Bi-Monthly \$3,205.00 \$3,365.50 \$3,534.00 \$3,710.50	\$3,896.00
	\$7,792
Yearly \$76,920 \$80,772 \$84,816 \$89,052	\$93,504
Hourly \$42.81 \$44.95 \$47.20 \$49.56 Bi-Monthly \$3,710.00 \$3,895.50 \$4,090.50 \$4,295.00	\$52.04 \$4,510.00
Engineering Technician, Senior	\$9,020
Yearly \$89,040 \$93,492 \$98,172 \$103,080	\$108,240
Hourly \$26.28 \$27.59 \$28.98 \$30.43	\$31.94
Facilities Maintenance Technician Bi-Monthly \$2,277.50 \$2,391.50 \$2,511.50 \$2,637.00 Monthly \$4,555 \$4,783 \$5,023 \$5,274	\$2,768.50 \$5,537
Monthly \$4,555 \$4,783 \$5,023 \$5,274	\$5,53 <i>1</i> \$66,444
Hourly \$47.20 \$49.56 \$52.04 \$54.65	\$57.38
Information Systems Administrator Bi-Monthly \$4,090.50 \$4,295.50 \$4,510.50 \$4,736.00	\$4,973.00
	\$9,946
Yearly \$98,172 \$103,092 \$108,252 \$113,664 Hourly \$33.54 \$35.22 \$36.98 \$38.83	\$119,352 \$40.77
Pi Monthly \$2,006.50 \$2,052.00 \$2,205.00 \$2,365.00	\$3,533.50
Monthly \$5,813 \$6,104 \$6,410 \$6,730	\$7,067
Yearly \$69,756 \$73,248 \$76,920 \$80,760	\$84,804
Hourly \$31.64 \$33.23 \$34.89 \$36.63	\$38.46 \$3,333.50
Mechanic I Bi-Monthly \$2,742.00 \$2,879.50 \$3,023.50 \$3,175.00 Monthly \$5,484 \$5,759 \$6,047 \$6,350	\$3,333.50 \$6,667
Yearly \$65,808 \$69,108 \$72,564 \$76,200	\$80,004
Hourly \$34.88 \$36.63 \$38.46 \$40.38	\$42.40
Mechanic II Bi-Monthly \$3,023.00 \$3,174.50 \$3,333.50 \$3,500.00	\$3,675.00
Monthly \$6,046 \$6,349 \$6,667 \$7,000 Yearly \$72,552 \$76,188 \$80,004 \$84,000	\$7,350 \$88,200
Hourly \$38.46 \$40.38 \$42.40 \$44.53	\$46.75
Ri-Monthly \$3,333,00 \$3,500,00 \$3,675,00 \$3,850,00	\$4,052.00
Mechanic, Senior Monthly \$6,666 \$7,000 \$7,350 \$7,718	\$8,104
Yearly \$79,992 \$84,000 \$88,200 \$92,616	\$97,248
Hourly \$23.15 \$24.31 \$25.53 \$26.80 Bi-Monthly \$2,006.50 \$2,107.00 \$2,212.50 \$2,323.00	\$28.15 \$2,439.50
Meter Reader Trainee	\$4,879
Yearly \$48,156 \$50,568 \$53,100 \$55,752	\$58,548
Hourly \$25.52 \$26.80 \$28.15 \$29.56	\$31.03
Meter Reader I Bi-Monthly \$2,212.00 \$2,323.00 \$2,439.50 \$2,561.50	\$2,689.50 \$5,370
Monthly \$4,424 \$4,646 \$4,879 \$5,123 Yearly \$53,088 \$55,752 \$58,548 \$61,476	\$5,379 \$64,548
Classification Pay Freq. Step 1 Step 2 Step 3 Step 4	Step 5
Hourly \$28.14 \$29.55 \$31.03 \$32.58	\$34.21

APPENDIX B - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Meter Reader II	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
Weter Reader II	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$36.98	\$38.83	\$40.78	\$42.81	\$44.95
Purchasing Agent	Bi-Monthly Monthly	\$3,205.00 \$6,410	\$3,365.50 \$6,731	\$3,534.00 \$7,068	\$3,710.50 \$7,421	\$3,896.00 \$7,792
	Yearly	\$76,920	\$80,772	\$84,816	\$89,052	\$93,504
	Hourly	\$41.59	\$43.67	\$45.86	\$48.15	\$50.56
CCADA Tachminian I	Bi-Monthly	\$3,604.50	\$3,785.00	\$3,974.50	\$4,173.00	\$4,382.00
SCADA Technician I	Monthly	\$7,209	\$7,570	\$7,949	\$8,346	\$8,764
	Yearly	\$86,508	\$90,840	\$95,388	\$100,152	\$105,168
	Hourly	\$45.85	\$48.14	\$50.56	\$53.08	\$55.74
SCADA Technician, Senior	Bi-Monthly Monthly	\$3,973.50 \$7,947	\$4,172.50 \$8,345	\$4,381.50 \$8,763	\$4,600.50 \$9,201	\$4,830.50 \$9,661
	Yearly	\$95,364	\$100,140	\$105,156	\$110,412	\$115,932
	Hourly	\$43.67	\$45.85	\$48.15	\$50.56	\$53.08
0	Bi-Monthly	\$3,784.50	\$3,974.00	\$4,173.00	\$4,381.50	\$4,600.50
Senior Supervisor, Construction/Inspection	Monthly	\$7,569	\$7,948	\$8,346	\$8,763	\$9,201
	Yearly	\$90,828	\$95,376	\$100,152	\$105,156	\$110,412
	Hourly	\$43.67	\$45.85	\$48.15	\$50.56	\$53.08
Senior Supervisor, Distribution & Collections	Bi-Monthly	\$3,784.50	\$3,974.00	\$4,173.00	\$4,381.50	\$4,600.50
•	Monthly Yearly	\$7,569 \$90,828	\$7,948 \$95,376	\$8,346 \$100,152	\$8,763 \$105,156	\$9,201 \$110,412
	Hourly	\$50.54	\$53.08	\$55.73	\$58.52	\$61.45
	Bi-Monthly	\$4,380.50	\$4,600.00	\$4,830.00	\$5,071.50	\$5,325.50
Senior Supervisor, Electrical/SCADA	Monthly	\$8,761	\$9,200	\$9,660	\$10,143	\$10,651
	Yearly	\$105,132	\$110,400	\$115,920	\$121,716	\$127,812
	Hourly	\$43.67	\$45.85	\$48.15	\$50.56	\$53.08
Senior Supervisor, W/WW Operations	Bi-Monthly	\$3,784.50	\$3,974.00	\$4,173.00	\$4,381.50	\$4,600.50
James Japas states, styritte Specialione	Monthly	\$7,569	\$7,948 \$95,376	\$8,346 \$100,152	\$8,763 \$105,156	\$9,201 \$110,412
	Yearly Hourly	\$90,828 \$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$29.55	\$2,689.50	\$2,824.00	\$2,965.00
Utility Worker I*	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
Utility Worker II*	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
Cumy Weiner ii	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468 \$41.59	\$82,392	\$86,508
	Hourly Bi-Monthly	\$37.72 \$3,269.00	\$39.61 \$3,432.50	\$3,604.50	\$43.67 \$3,784.50	\$45.85 \$3,974.00
Utility Worker Senior*	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
	Hourly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
W/WW Treatment Plant Operator OIT	Bi-Monthly	\$2,212.00	\$2,323.00	\$2,439.50	\$2,561.50	\$2,689.50
W/WW Trouble Flank Operator Off	Monthly	\$4,424	\$4,646	\$4,879	\$5,123	\$5,379
	Yearly	\$53,088	\$55,752	\$58,548	\$61,476	\$64,548
	Hourly Bi-Monthly	\$28.14 \$2,439.00	\$29.55 \$2,561.00	\$31.03 \$2,689.50	\$32.58 \$2,824.00	\$34.21 \$2,965.00
W/WW Treatment Plant Operator I	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
W/WW Treatment Plant Operator II	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
WWW Treatment Flant Operator II	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
	Hourly Bi-Monthly	\$34.21 \$2,965.00	\$35.93 \$3,113.50	\$37.73 \$3,269.50	\$39.61 \$3,433.00	\$41.59 \$3,604.50
W/WW Treatment Plant Operator III	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
W/WW Treatment Plant Operator, Senior	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
vv/vv vv Treatment Flant Operator, Senior	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
			MO 440 FO	#2 2CO EO	&3 133 UU	\$3,604.50
Water Conservation Coordinator	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	
Water Conservation Coordinator	Bi-Monthly Monthly Yearly	\$2,965.00 \$5,930 \$71,160	\$3,113.50 \$6,227 \$74,724	\$6,539 \$78,468	\$6,866 \$82,392	\$7,209 \$86,508

^{*} Addition of Utility Worker Series per Res. No. 2021-82
** Addition of Customer Service Supervisor per Res. No. 2021-____

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
Accountant I	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
, toodartant i	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
	Yearly	\$79,236	\$83,208	\$87,372	\$91,740	\$96,324
	Hourly	\$42.00	\$44.10	\$46.31	\$48.62	\$51.05
Accountant II	Bi-Monthly	\$3,640.00	\$3,822.00	\$4,013.50	\$4,214.00	\$4,424.50
	Monthly Yearly	\$7,280 \$87,360	\$7,644 \$91,728	\$8,027 \$96,324	\$8,428 \$101,136	\$8,849 \$106,188
	Hourly	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10
	Bi-Monthly	\$2,716.00	\$2,852.00	\$2,995.00	\$3,144.50	\$3,302.00
Accounting Technician I	Monthly	\$5,432	\$5,704	\$5,990	\$6,289	\$6,604
	Yearly	\$65,184	\$68,448	\$71,880	\$75,468	\$79,248
	Hourly	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00
	Bi-Monthly	\$2,994.00	\$3,144.00	\$3,301.50	\$3,466.50	\$3,640.00
Accounting Technician II	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
	Hourly	\$24.55	\$25.78	\$27.07	\$28.42	\$29.84
	Bi-Monthly	\$2,127.50	\$2,234.00	\$2,346.00	\$2,463.00	\$2,586.50
Administrative Technician I	Monthly	\$4,255	\$4,468	\$4,692	\$4,926	\$5,173
	Yearly	\$51,060	\$53,616	\$56,304	\$59,112	\$62,076
	Hourly	\$28.43	\$29.85	\$31.34	\$32.91	\$34.56
A 1 · · · · · · · · · · · · · · · · · ·	Bi-Monthly	\$2,463.50	\$2,587.00	\$2,716.50	\$2,852.50	\$2,995.00
Administrative Technician II	Monthly	\$4,927	\$5,174	\$5,433	\$5,705	\$5,990
	Yearly	\$59,124	\$62,088	\$65,196	\$68,460	\$71,880
	Hourly	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10
Administrative Technician, Senior	Bi-Monthly	\$2,716.00	\$2,852.00	\$2,995.00	\$3,144.50	\$3,302.00
Administrative recrinician, Senior	Monthly	\$5,432	\$5,704	\$5,990	\$6,289	\$6,604
	Yearly	\$65,184	\$68,448	\$71,880	\$75,468	\$79,248
	Hourly	\$23.85	\$25.04	\$26.30	\$27.61	\$29.00
Collection System Worker Trainee	Bi-Monthly	\$2,067.00	\$2,170.50	\$2,279.50	\$2,393.00	\$2,513.00
Concourt System France	Monthly	\$4,134	\$4,341	\$4,559	\$4,786	\$5,026
	Yearly	\$49,608	\$52,092	\$54,708	\$57,432	\$60,312
	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
Collection System Worker I	Bi-Monthly	\$2,278.50	\$2,392.50 \$4,785	\$2,512.50 \$5,025	\$2,638.00 \$5,276	\$2,770.00 \$5,540
	Monthly Yearly	\$4,557 \$54,684	\$57,420	\$60,300	\$63,312	\$66,480
	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
Collection System Worker II	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
0-114: 0:4 \\\\1 \\\\\\\\\\\\\\\\\\\\\	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	
Collection System Worker III	Monthly	4	Ψ=,000.00	ψο,σοσ.σσ		\$3,368.50
	IVIOLITIII	\$5,541	\$5,819	\$6,110	\$6,416	\$3,368.50 \$6,737
	Yearly	\$66,492			\$6,416 \$76,992	\$6,737 \$80,844
	Yearly Hourly	\$66,492 \$35.24	\$5,819 \$69,828 \$37.00	\$6,110 \$73,320 \$38.86	\$6,416 \$76,992 \$40.80	\$6,737 \$80,844 \$42.84
Collection System Worker IV	Yearly Hourly Bi-Monthly	\$66,492 \$35.24 \$3,054.00	\$5,819 \$69,828 \$37.00 \$3,207.00	\$6,110 \$73,320 \$38.86 \$3,367.50	\$6,416 \$76,992 \$40.80 \$3,536.00	\$6,737 \$80,844 \$42.84 \$3,713.00
Collection System Worker IV	Yearly Hourly Bi-Monthly Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426
Collection System Worker IV	Yearly Hourly Bi-Monthly Monthly Yearly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112
Collection System Worker IV	Yearly Hourly Bi-Monthly Monthly Yearly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23
·	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50
Collection System Worker IV Collection System Worker, Senior	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187
·	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244
·	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24
·	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Hourly Hourly Hourly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50
Collection System Worker, Senior	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109
Collection System Worker, Senior	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308
Collection System Worker, Senior Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Hourly Hourly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87
Collection System Worker, Senior	Yearly Hourly Bi-Monthly Yearly Hourly Hourly Bi-Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50
Collection System Worker, Senior Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50
Collection System Worker, Senior Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.24	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828 \$37.00	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320 \$38.86	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992 \$40.80	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35,244 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737 \$80,844 \$42.84
Collection System Worker, Senior Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Hourly Bi-Monthly Hourly Bi-Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.24 \$3,054.00	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828 \$37.00 \$3,207.00	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320 \$38.86 \$3,367.50	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992 \$40.80 \$3,536.00	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737 \$80,844 \$42.84
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.24	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828 \$37.00	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320 \$38.86	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992 \$40.80	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35,244 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737 \$80,844 \$42.84
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Monthly Yearly Hourly Monthly Yearly Hourly Monthly Monthly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426
Construction Inspector I Construction Inspector II Construction Inspector III	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Hourly Bi-Monthly Yearly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.24 \$3,054.00 \$6,108	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	\$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735 \$80,820 \$28.99 \$2,512.50 \$5,025 \$60,300 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86	\$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072 \$84,864 \$30.44 \$2,638.50 \$5,277 \$63,324 \$33.57 \$2,909.50 \$5,819 \$69,828 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80	\$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426 \$89,112 \$31.97 \$2,770.50 \$5,541 \$66,492 \$35.25 \$3,055.00 \$6,110 \$73,320 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84	\$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797 \$93,564 \$33.57 \$2,909.00 \$5,818 \$69,816 \$37.02 \$3,208.00 \$6,416 \$76,992 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98	\$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187 \$98,244 \$35.24 \$3,054.50 \$6,109 \$73,308 \$38.87 \$3,368.50 \$6,737 \$80,844 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
Construction Worker I	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly Yearly	\$5,025 \$60,300	\$5,277 \$63,324	\$5,541 \$66,492	\$5,818 \$69,816	\$6,109 \$73,308
	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
Construction Worker II	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
Construction worker ii	Monthly	\$5,541	\$5,819	\$6,110	\$6,416	\$6,737
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
Construction Worker III	Bi-Monthly Monthly	\$3,054.00 \$6,108	\$3,207.00 \$6,414	\$3,367.50 \$6,735	\$3,536.00 \$7.072	\$3,713.00 \$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
Construction Worker, Senior	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
Construction Worker, Seriioi	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
	Hourly	\$24.55	\$25.78	\$27.07	\$28.42	\$29.84
Customer Service Representative I	Bi-Monthly Monthly	\$2,127.50 \$4,255	\$2,234.00 \$4,468	\$2,346.00 \$4,692	\$2,463.00 \$4,926	\$2,586.50 \$5,173
	Yearly	\$51,060	\$53,616	\$56,304	\$59,112	\$62,076
	Hourly	\$28.43	\$29.85	\$31.34	\$32.91	\$34.56
Overteness Oversion Demonstrative II	Bi-Monthly	\$2,463.50	\$2,587.00	\$2,716.50	\$2,852.50	\$2,995.00
Customer Service Representative II	Monthly	\$4,927	\$5,174	\$5,433	\$5,705	\$5,990
	Yearly	\$59,124	\$62,088	\$65,196	\$68,460	\$71,880
	Hourly	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10
Customer Service Representative III	Bi-Monthly	\$2,716.00	\$2,852.00	\$2,995.00	\$3,144.50	\$3,302.00
•	Monthly Yearly	\$5,432 \$65,184	\$5,704 \$68,448	\$5,990 \$71,880	\$6,289 \$75,468	\$6,604 \$79,248
	Hourly	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00
	Bi-Monthly	\$2,994.00	\$3,144.00	\$3,301.50	\$3,466.50	\$3,640.00
Customer Service Representative, Senior	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
Customer Service Supervisor**	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
Cuctomer Connec Cuponnec.	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
	Yearly Hourly	\$79,236 \$23.85	\$83,208 \$25.04	\$87,372 \$26.30	\$91,740 \$27.61	\$96,324 \$29.00
	Bi-Monthly	\$2,067.00	\$2,170.50	\$2,279.50	\$2,393.00	\$2,513.00
Distribution Worker Trainee	Monthly	\$4.134	\$4.341	\$4.559	\$4,786	\$5.026
	Yearly	\$49,608	\$52,092	\$54,708	\$57,432	\$60,312
	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
Distribution Worker I	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
	Monthly	\$4,557	\$4,785	\$5,025	\$5,276	\$5,540
	Yearly	\$54,684 \$28.99	\$57,420 \$30.44	\$60,300 \$31.97	\$63,312 \$33.57	\$66,480 \$35.24
	Hourly Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
Distribution Worker II	Monthly	\$5,025	\$5.277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
Distribution Worker III	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
	Monthly	\$5,541	\$5,819	\$6,110 \$73,330	\$6,416	\$6,737
	Yearly Hourly	\$66,492 \$35,24	\$69,828 \$37.00	\$73,320 \$38.86	\$76,992 \$40.80	\$80,844 \$42.84
	Bi-Monthly	\$35.24 \$3,054.00	\$37.00	\$38.86	\$40.80	\$42.84 \$3,713.00
Distribution Worker IV	Monthly	\$6,108	\$6,414	\$6,735	\$7.072	\$7,426
		\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
	Yearly	\$13,290				
	Yearly Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
Distribution Worker Senior	Hourly Bi-Monthly	\$38.86 \$3,367.50	\$40.80 \$3,536.00	\$42.84 \$3,713.00	\$3,898.50	\$4,093.50
Distribution Worker, Senior	Hourly Bi-Monthly Monthly	\$38.86 \$3,367.50 \$6,735	\$40.80 \$3,536.00 \$7,072	\$42.84 \$3,713.00 \$7,426	\$3,898.50 \$7,797	\$4,093.50 \$8,187
Distribution Worker, Senior	Hourly Bi-Monthly Monthly Yearly	\$38.86 \$3,367.50 \$6,735 \$80,820	\$40.80 \$3,536.00 \$7,072 \$84,864	\$42.84 \$3,713.00 \$7,426 \$89,112	\$3,898.50 \$7,797 \$93,564	\$4,093.50 \$8,187 \$98,244
Distribution Worker, Senior	Hourly Bi-Monthly Monthly Yearly Hourly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86	\$3,898.50 \$7,797 \$93,564 \$40.80	\$4,093.50 \$8,187 \$98,244 \$42.84
Distribution Worker, Senior Electrician/Instrumentation Tech I	Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24 \$3,054.00	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00 \$3,207.00	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86 \$3,367.50	\$3,898.50 \$7,797 \$93,564 \$40.80 \$3,536.00	\$4,093.50 \$8,187 \$98,244 \$42.84 \$3,713.00
	Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24 \$3,054.00 \$6,108	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00 \$3,207.00 \$6,414	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86 \$3,367.50 \$6,735	\$3,898.50 \$7,797 \$93,564 \$40.80 \$3,536.00 \$7,072	\$4,093.50 \$8,187 \$98,244 \$42.84 \$3,713.00 \$7,426
	Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24 \$3,054.00 \$6,108 \$73,296	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00 \$3,207.00 \$6,414 \$76,968	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86 \$3,367.50 \$6,735 \$80,820	\$3,898.50 \$7,797 \$93,564 \$40.80 \$3,536.00 \$7,072 \$84,864	\$4,093.50 \$8,187 \$98,244 \$42.84 \$3,713.00 \$7,426 \$89,112
Electrician/Instrumentation Tech I	Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24 \$3,054.00 \$6,108	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00 \$3,207.00 \$6,414	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86 \$3,367.50 \$6,735	\$3,898.50 \$7,797 \$93,564 \$40.80 \$3,536.00 \$7,072	\$4,093.50 \$8,187 \$98,244 \$42.84 \$3,713.00 \$7,426
	Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Monthly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50 \$6,735	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00 \$7,072	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00 \$7,426	\$3,898.50 \$7,797 \$93,564 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50 \$7,797	\$4,093.50 \$8,187 \$98,244 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50 \$8,187
Electrician/Instrumentation Tech I	Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$38.86 \$3,367.50 \$6,735 \$80,820 \$35.24 \$3,054.00 \$6,108 \$73,296 \$38.86 \$3,367.50	\$40.80 \$3,536.00 \$7,072 \$84,864 \$37.00 \$3,207.00 \$6,414 \$76,968 \$40.80 \$3,536.00	\$42.84 \$3,713.00 \$7,426 \$89,112 \$38.86 \$3,367.50 \$6,735 \$80,820 \$42.84 \$3,713.00	\$3,898.50 \$7,797 \$93,564 \$40.80 \$3,536.00 \$7,072 \$84,864 \$44.98 \$3,898.50	\$4,093.50 \$8,187 \$98,244 \$42.84 \$3,713.00 \$7,426 \$89,112 \$47.23 \$4,093.50

APPENDIX C - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2023 (with a 3.0% Salary Increase)

	Hourly	\$42.84	\$44.99	\$47.24	\$49.60	\$52.08
Electrician/Instrumentation Tech, Senior	Bi-Monthly	\$3,713.00	\$3,899.00	\$4,094.00	\$4,299.00	\$4,514.00
Liectrician/mstrumentation rech, Semoi	Monthly	\$7,426	\$7,798	\$8,188	\$8,598	\$9,028
	Yearly Hourly	\$89,112 \$46.30	\$93,576 \$48.62	\$98,256 \$51.06	\$103,176 \$53.61	\$108,336 \$56.29
, .,	Bi-Monthly	\$4,013.00	\$4,214.00	\$4,425.00	\$4,646.00	\$4,878.50
Engineer - Associate	Monthly	\$8,026	\$8,428	\$8,850	\$9,292	\$9,757
	Yearly	\$96,312	\$101,136	\$106,200	\$111,504	\$117,084
	Hourly	\$51.05	\$53.60	\$56.28	\$59.10	\$62.05
Engineer - Civil	Bi-Monthly Monthly	\$4,424.00 \$8,848	\$4,645.50 \$9,291	\$4,878.00 \$9,756	\$5,122.00 \$10,244	\$5,378.00 \$10,756
	Yearly	\$106,176	\$111,492	\$117,072	\$122,928	\$129,072
	Hourly	\$56.28	\$59.09	\$62.05	\$65.15	\$68.41
Engineer - Civil Senior	Bi-Monthly	\$4,877.50	\$5,121.50	\$5,378.00	\$5,646.50	\$5,929.00
3	Monthly Yearly	\$9,755 \$117,060	\$10,243 \$122,916	\$10,756 \$129,072	\$11,293 \$135,516	\$11,858 \$142,296
	Hourly	\$48.62	\$51.05	\$53.61	\$56.29	\$59.10
Chaire evina Analyst	Bi-Monthly	\$4,213.50	\$4,424.50	\$4,646.00	\$4,878.50	\$5,122.00
Engineering Analyst	Monthly	\$8,427	\$8,849	\$9,292	\$9,757	\$10,244
	Yearly	\$101,124	\$106,188	\$111,504	\$117,084	\$122,928
	Hourly Bi-Monthly	\$34.55	\$36.28	\$38.09 \$3,301.50	\$40.00 \$3,466.50	\$42.00
Engineering Coordinator	Monthly	\$2,994.00 \$5.988	\$3,144.00 \$6,288	\$6,603	\$6,933	\$3,640.00 \$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
	Hourly	\$32.91	\$34.56	\$36.29	\$38.10	\$40.01
Engineering Technician I	Bi-Monthly	\$2,852.00	\$2,995.00	\$3,145.00	\$3,302.00	\$3,467.50
3 3	Monthly Yearly	\$5,704 \$68,448	\$5,990 \$71,880	\$6,290 \$75,480	\$6,604 \$79,248	\$6,935 \$83,220
	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
Engineering Technician II	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
	Yearly	\$79,236	\$83,208	\$87,372	\$91,740	\$96,324
	Hourly Bi-Monthly	\$44.09 \$3,821.50	\$46.30 \$4,013.00	\$48.62 \$4,214.00	\$51.05 \$4,424.50	\$53.61 \$4,646.00
Engineering Technician, Senior	Monthly	\$7,643	\$8,026	\$8,428	\$8,849	\$9,292
	Yearly	\$91,716	\$96,312	\$101,136	\$106,188	\$111,504
	Hourly	\$27.07	\$28.43	\$29.85	\$31.34	\$32.91
Facilities Maintenance Technician	Bi-Monthly	\$2,346.00	\$2,463.50	\$2,587.00	\$2,716.50	\$2,852.00
	Monthly Yearly	\$4,692 \$56,304	\$4,927 \$59,124	\$5,174 \$62,088	\$5,433 \$65,196	\$5,704 \$68,448
	Hourly	\$48.62	\$51.05	\$53.61	\$56.29	\$59.10
Information Systems Administrator	Bi-Monthly	\$4,213.50	\$4,424.50	\$4,646.00	\$4,878.50	\$5,122.00
iniornation Systems Administrator	Monthly	\$8,427	\$8,849	\$9,292	\$9,757	\$10,244
	Yearly	\$101,124	\$106,188	\$111,504	\$117,084 \$40.00	\$122,928
	Hourly Bi-Monthly	\$34.55 \$2,994.00	\$36.28 \$3,144.00	\$38.09 \$3,301.50	\$3,466.50	\$42.00 \$3,640.00
Information Systems Analyst	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
	Hourly	\$32.59	\$34.22	\$35.94	\$37.74	\$39.62
Mechanic I	Bi-Monthly Monthly	\$2,824.50 \$5,649	\$2,966.00 \$5,932	\$3,114.50 \$6,229	\$3,270.50 \$6,541	\$3,434.00 \$6,868
	Yearly	\$5,649 \$67,788	\$5,932 \$71,184	\$6,229 \$74,748	\$6,541 \$78,492	\$82,416
	Hourly	\$35.93	\$37.73	\$39.62	\$41.60	\$43.68
Mechanic II	Bi-Monthly	\$3,114.00	\$3,270.00	\$3,433.50	\$3,605.50	\$3,785.50
Modifier II	Monthly	\$6,228	\$6,540	\$6,867	\$7,211	\$7,571
	Yearly Hourly	\$74,736 \$39.61	\$78,480 \$41.60	\$82,404 \$43.68	\$86,532 \$45.87	\$90,852 \$48.16
M	Bi-Monthly	\$3,433.00	\$3,605.00	\$3,785.50	\$3,975.00	\$4,173.50
Mechanic, Senior	Monthly	\$6,866	\$7,210	\$7,571	\$7,950	\$8,347
	Yearly	\$82,392	\$86,520	\$90,852	\$95,400	\$100,164
	Hourly Bi Monthly	\$23.85	\$25.04	\$26.30	\$27.61	\$29.00
Meter Reader Trainee	Bi-Monthly Monthly	\$2,067.00 \$4,134	\$2,170.50 \$4,341	\$2,279.50 \$4,559	\$2,393.00 \$4,786	\$2,513.00 \$5,026
	Yearly	\$49,608	\$52,092	\$54,708	\$57,432	\$60,312
	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
Meter Reader I	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
.,,5.5	Monthly	\$4,557 \$54,684	\$4,785 \$57,420	\$5,025 \$60,300	\$5,276 \$63,312	\$5,540 \$66,480
Classification	Yearly Pay Freq.	\$54,684 Step 1	\$57,420 Step 2	\$60,300 Step 3	\$63,312 Step 4	\$66,480 Step 5
- Indoniounon	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
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APPENDIX C - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2023 (with a 3.0% Salary Increase)

l	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
Meter Reader II	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
Purchasing Agent	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
0 0	Monthly Yearly	\$6,603 \$79,236	\$6,934 \$83,208	\$7,281 \$87,372	\$7,645 \$91,740	\$8,027 \$96,324
	Hourly	\$42.84	\$44.99	\$47.24	\$49.60	\$52.08
	Bi-Monthly	\$3,713.00	\$3,899.00	\$4,094.00	\$4,299.00	\$4,514.00
SCADA Technician I	Monthly	\$7,426	\$7,798	\$8,188	\$8,598	\$9,028
	Yearly	\$89,112	\$93,576	\$98,256	\$103,176	\$108,336
	Hourly	\$47.23	\$49.59	\$52.07	\$54.68	\$57.41
COADA Tarkeirian Carrian	Bi-Monthly	\$4,093.00	\$4,298.00	\$4,513.00	\$4,739.00	\$4,975.50
SCADA Technician, Senior	Monthly	\$8,186	\$8,596	\$9,026	\$9,478	\$9,951
	Yearly	\$98,232	\$103,152	\$108,312	\$113,736	\$119,412
	Hourly	\$44.98	\$47.23	\$49.60	\$52.08	\$54.68
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$3,898.50	\$4,093.50	\$4,298.50	\$4,513.50	\$4,739.00
Oction Supervisor, Constituction/inspection	Monthly	\$7,797	\$8,187	\$8,597	\$9,027	\$9,478
	Yearly	\$93,564	\$98,244	\$103,164	\$108,324	\$113,736
	Hourly	\$44.98	\$47.23	\$49.60	\$52.08	\$54.68
Senior Supervisor, Distribution & Collections	Bi-Monthly	\$3,898.50	\$4,093.50	\$4,298.50	\$4,513.50	\$4,739.00
•	Monthly Yearly	\$7,797 \$93,564	\$8,187 \$98,244	\$8,597 \$103,164	\$9,027 \$108,324	\$9,478 \$113,736
		\$52.06	\$54.67	\$57.40	\$60.28	\$63.29
	Hourly Bi-Monthly	\$4,512.00	\$4,738.00	\$4,975.00	\$5,224.00	\$5,485.00
Senior Supervisor, Electrical/SCADA	Monthly	\$9,024	\$9,476	\$9,950	\$10,448	\$10,970
	Yearly	\$108,288	\$113,712	\$119,400	\$125,376	\$131,640
	Hourly	\$44.98	\$47.23	\$49.60	\$52.08	\$54.68
	Bi-Monthly	\$3,898.50	\$4,093.50	\$4,298.50	\$4,513.50	\$4,739.00
Senior Supervisor, W/WW Operations	Monthly	\$7,797	\$8,187	\$8,597	\$9,027	\$9,478
	Yearly	\$93,564	\$98,244	\$103,164	\$108,324	\$113,736
	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
Utility Worker I*	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
Ounty Worker I	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
Utility Worker II*	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
•	Monthly Yearly	\$6,108 \$73,296	\$6,414 \$76,968	\$6,735 \$80,820	\$7,072	\$7,426 \$89,112
	Hourly	\$38.86	\$40.80	\$42.84	\$84,864 \$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
Utility Worker Senior*	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
M/M/M Transfer Diant Onerster OIT	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
W/WW Treatment Plant Operator OIT	Monthly	\$4,557	\$4,785	\$5,025	\$5,276	\$5,540
	Yearly	\$54,684	\$57,420	\$60,300	\$63,312	\$66,480
	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
W/WW Treatment Plant Operator I	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
· · · · · · · · · · · · · · · · · · ·	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly Bi-Monthly	\$31.97 \$2,770.50	\$33.57 \$2,909.50	\$35.25 \$3.055.00	\$37.02	\$38.87 \$3,368.50
W/WW Treatment Plant Operator II	Monthly	\$5,541	\$5,819	\$3,055.00 \$6,110	\$3,208.00 \$6,416	\$3,368.50
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
IMANALT () DI ()	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
W/WW Treatment Plant Operator III	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
W/WW Treatment Plant Operator, Senior	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
vv/vv vv Treatment Flant Operator, Senior	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
Water Conservation Coordinator	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
Water Conservation Coordinator	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
Water Conservation Coordinator		\$6,108 \$73,296	\$6,414 \$76,968	\$6,735 \$80,820	\$7,072 \$84,864	\$7,426 \$89,112

^{*} Addition of Utility Worker Series per Res. No. 2021-82
** Addition of Customer Service Supervisor per Res. No. 2021-____

lassification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
Accountant I	Bi-Monthly	\$3,384.50	\$3,554.00	\$3,732.00	\$3,918.50	\$4,114.50
	Monthly Yearly	\$6,769 \$81,228	\$7,108 \$85,296	\$7,464 \$89,568	\$7,837 \$94,044	\$8,229 \$98,748
	Hourly	\$43.05	\$45.21	\$47.47	\$49.85	\$52.34
	Bi-Monthly	\$3,731.00	\$3,918.00	\$4,114.00	\$4,320.00	\$4,536.00
Accountant II	Monthly	\$7,462	\$7,836	\$8,228	\$8,640	\$9,072
	Yearly	\$89,544	\$94,032	\$98,736	\$103,680	\$108,864
	Hourly	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05
Accounting Technician I	Bi-Monthly	\$2,784.00	\$2,923.50	\$3,070.00	\$3,223.50	\$3,384.50
Accounting recrimican	Monthly	\$5,568	\$5,847	\$6,140	\$6,447	\$6,769
	Yearly	\$66,816	\$70,164	\$73,680	\$77,364	\$81,228
	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
Accounting Technician II	Bi-Monthly	\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
, isosanang , samusian n	Monthly	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
	Hourly	\$25.17	\$26.43	\$27.76	\$29.14	\$30.60
Administrative Technician I	Bi-Monthly	\$2,181.00	\$2,290.50	\$2,405.50	\$2,525.50	\$2,652.00
	Monthly Yearly	\$4,362 \$52,344	\$4,581 \$54,972	\$4,811 \$57,732	\$5,051 \$60,612	\$5,304 \$63,648
	Hourly	\$29.14	\$30.60	\$32.13	\$33.74	\$35.43
	Bi-Monthly	\$2,525.50	\$2,652.00	\$2,785.00	\$2,924.00	\$3,070.50
Administrative Technician II	Monthly	\$5,051	\$5,304	\$5,570	\$5,848	\$6,141
	Yearly	\$60,612	\$63,648	\$66,840	\$70,176	\$73,692
	Hourly	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05
Administrative Technician Conjer	Bi-Monthly	\$2,784.00	\$2,923.50	\$3,070.00	\$3,223.50	\$3,384.50
Administrative Technician, Senior	Monthly	\$5,568	\$5,847	\$6,140	\$6,447	\$6,769
	Yearly	\$66,816	\$70,164	\$73,680	\$77,364	\$81,228
	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72
Collection System Worker Trainee	Bi-Monthly	\$2,119.00	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00
•	Monthly Yearly	\$4,238 \$50,856	\$4,450 \$53,400	\$4,673 \$56,076	\$4,907 \$58,884	\$5,152 \$61,824
	Hourly	\$26.95	\$28.30	\$29.72	\$30,004	\$32.76
	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
Collection System Worker I	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
Collection System Worker II	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
Collection System Worker II	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
Collection System Worker III	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
-	Monthly Yearly	\$5,680 \$68,160	\$5,964 \$71,568	\$6,263 \$75,156	\$6,576 \$78,912	\$6,905 \$82,860
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
Collection System Worker IV		, -, . J J . J J				
-	Monthly	\$6,261			\$7,249	
	Monthly Yearly	\$6,261 \$75,132	\$6,575 \$78,900	\$6,904 \$82,848	\$7,249 \$86,988	\$7,612 \$91,344
	Yearly Hourly	\$75,132 \$39.83	\$6,575 \$78,900 \$41.83	\$6,904 \$82,848 \$43.92	\$86,988 \$46.12	\$7,612 \$91,344 \$48.42
Collection System Worker Senior	Yearly Hourly Bi-Monthly	\$75,132 \$39.83 \$3,452.00	\$6,575 \$78,900 \$41.83 \$3,625.00	\$6,904 \$82,848 \$43.92 \$3,806.50	\$86,988 \$46.12 \$3,997.00	\$7,612 \$91,344 \$48.42 \$4,196.50
Collection System Worker, Senior	Yearly Hourly Bi-Monthly Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613	\$86,988 \$46.12 \$3,997.00 \$7,994	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393
Collection System Worker, Senior	Yearly Hourly Bi-Monthly Monthly Yearly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716
Collection System Worker, Senior	Yearly Hourly Bi-Monthly Monthly Yearly Hourly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13
Collection System Worker, Senior Construction Inspector I	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00
·	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262
·	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144
Construction Inspector I	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84
·	Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Monthly Yearly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905
Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Monthly Yearly Hourly Bi-Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860
Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Hourly Hourly Hourly Hourly Hourly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Bi-Monthly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12 \$3,130.50	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93 \$3,287.50	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83 \$3,452.00	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912 \$41.82 \$3,624.50	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92 \$3,806.00
Construction Inspector I	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Monthly Monthly Monthly Yearly Hourly Bi-Monthly Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12 \$3,130.50 \$6,261	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93 \$3,287.50 \$6,575	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83 \$3,452.00 \$6,904	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912 \$41.82 \$3,624.50 \$7,249	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92 \$3,806.00 \$7,612
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12 \$3,130.50 \$6,261 \$75,132	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93 \$3,287.50 \$6,575 \$78,900	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83 \$3,452.00 \$6,904 \$82,848	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37,94 \$3,288.00 \$6,576 \$78,912 \$41.82 \$3,624.50 \$7,249 \$86,988	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92 \$3,806.00 \$7,612 \$91,344
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12 \$3,130.50 \$6,261 \$75,132 \$39.83	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93 \$3,287.50 \$6,575 \$78,900 \$41.83	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83 \$3,452.00 \$6,904 \$82,848 \$43.92	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912 \$41.82 \$3,624.50 \$7,249 \$86,988 \$46.12	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92 \$3,806.00 \$7,612 \$91,344 \$48.42
Construction Inspector I Construction Inspector II	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly Hourly Bi-Monthly Hourly Bi-Monthly Hourly Bi-Monthly Hourly Bi-Monthly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12 \$3,130.50 \$6,261 \$75,132 \$39.83 \$3,452.00	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93 \$3,287.50 \$6,575 \$78,900 \$41.83 \$3,625.00	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83 \$3,452.00 \$6,904 \$82,848 \$43.92 \$3,806.50	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912 \$41.82 \$3,624.50 \$7,249 \$86,988 \$46.12 \$3,997.00	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92 \$3,806.00 \$7,612 \$91,344 \$48.42 \$4,196.50
Construction Inspector I Construction Inspector II Construction Inspector III	Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Yearly Hourly Bi-Monthly Monthly Yearly Hourly	\$75,132 \$39.83 \$3,452.00 \$6,904 \$82,848 \$29.72 \$2,575.50 \$5,151 \$61,812 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.12 \$3,130.50 \$6,261 \$75,132 \$39.83	\$6,575 \$78,900 \$41.83 \$3,625.00 \$7,250 \$87,000 \$31.21 \$2,704.50 \$5,409 \$64,908 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.93 \$3,287.50 \$6,575 \$78,900 \$41.83	\$6,904 \$82,848 \$43.92 \$3,806.50 \$7,613 \$91,356 \$32.77 \$2,840.00 \$5,680 \$68,160 \$36.13 \$3,131.50 \$6,263 \$75,156 \$39.83 \$3,452.00 \$6,904 \$82,848 \$43.92	\$86,988 \$46.12 \$3,997.00 \$7,994 \$95,928 \$34.41 \$2,982.00 \$5,964 \$71,568 \$37.94 \$3,288.00 \$6,576 \$78,912 \$41.82 \$3,624.50 \$7,249 \$86,988 \$46.12	\$7,612 \$91,344 \$48.42 \$4,196.50 \$8,393 \$100,716 \$36.13 \$3,131.00 \$6,262 \$75,144 \$39.84 \$3,452.50 \$6,905 \$82,860 \$43.92 \$3,806.00 \$7,612 \$91,344 \$48.42

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
Construction Worker I	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly Yearly	\$5,151 \$61,812	\$5,409 \$64,908	\$5,680 \$68,160	\$5,964 \$71,568	\$6,262 \$75,144
	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
Construction Worker II	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
Construction Worker in	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
	Hourly Bi-Monthly	\$36.12 \$3,130.50	\$37.93 \$3,287.50	\$39.83 \$3,452.00	\$41.82 \$3,624.50	\$43.92 \$3,806.00
Construction Worker III	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
Construction Worker, Senior	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
·	Monthly Yearly	\$6,904 \$82,848	\$7,250 \$87,000	\$7,613 \$91,356	\$7,994 \$95,928	\$8,393 \$100,716
	Hourly	\$25.17	\$26.43	\$27.76	\$29.14	\$30.60
	Bi-Monthly	\$2,181.00	\$2,290.50	\$2,405.50	\$2,525.50	\$2,652.00
Customer Service Representative I	Monthly	\$4,362	\$4,581	\$4,811	\$5,051	\$5,304
	Yearly	\$52,344	\$54,972	\$57,732	\$60,612	\$63,648
	Hourly	\$29.14	\$30.60	\$32.13	\$33.74	\$35.43
Customer Service Representative II	Bi-Monthly	\$2,525.50	\$2,652.00 \$5,304	\$2,785.00 \$5,570	\$2,924.00 \$5,848	\$3,070.50 \$6,141
	Monthly Yearly	\$5,051 \$60,612	\$63,648	\$66,840	\$5,646 \$70,176	\$73,692
	Hourly	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05
Customer Convice Benracentative III	Bi-Monthly	\$2,784.00	\$2,923.50	\$3,070.00	\$3,223.50	\$3,384.50
Customer Service Representative III	Monthly	\$5,568	\$5,847	\$6,140	\$6,447	\$6,769
	Yearly	\$66,816	\$70,164	\$73,680	\$77,364	\$81,228
	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
Customer Service Representative, Senior	Bi-Monthly Monthly	\$3,069.00 \$6,138	\$3,222.50 \$6,445	\$3,384.00 \$6,768	\$3,553.00 \$7,106	\$3,730.50 \$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
Customer Service Supervisor**	Bi-Monthly	\$3,385	\$3,554	\$3,732	\$3,919	\$4,115
Customer Service Supervisor	Monthly	\$6,769	\$7,108	\$7,464	\$7,837	\$8,229
	Yearly	\$81,228	\$85,296 \$25.67	\$89,568 \$26.96	\$94,044 \$28.31	\$98,748
	Hourly Bi-Monthly	\$24.45 \$2,119.00	\$25.67	\$26.96	\$28.31	\$29.72 \$2,576.00
Distribution Worker Trainee	Monthly	\$4,238	\$4,450	\$4.673	\$4,907	\$5,152
	Yearly	\$50,856	\$53,400	\$56,076	\$58,884	\$61,824
	Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
Distribution Worker I	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
	Monthly Yearly	\$4,671 \$56,052	\$4,905 \$58,860	\$5,151 \$61,812	\$5,408 \$64,896	\$5,679
	Hourly	\$29.72	\$30,000	\$32.77	\$34.41	\$68,148 \$36.13
	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
Distribution Worker II	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
Distribution Worker III	Bi-Monthly	\$2,840.00	\$2,982.00 \$5,064	\$3,131.50	\$3,288.00 \$6,576	\$3,452.50
	Monthly Yearly	\$5,680 \$68,160	\$5,964 \$71,568	\$6,263 \$75,156	\$6,576 \$78,912	\$6,905 \$82,860
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
Diatribution Modern N	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
Distribution Worker IV	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
Distribution Worker, Senior	Bi-Monthly Monthly	\$3,452.00 \$6,904	\$3,625.00 \$7,250	\$3,806.50 \$7,613	\$3,997.00 \$7,994	\$4,196.50 \$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
		\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
Electrician/Instrumentation Took I	Bi-Monthly					
Electrician/Instrumentation Tech I	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
Electrician/Instrumentation Tech I	Monthly Yearly	\$6,261 \$75,132	\$6,575 \$78,900	\$82,848	\$86,988	\$91,344
Electrician/Instrumentation Tech I	Monthly Yearly Hourly	\$6,261 \$75,132 \$39.83	\$6,575 \$78,900 \$41.83	\$82,848 \$43.92	\$86,988 \$46.12	\$91,344 \$48.42
Electrician/Instrumentation Tech I Electrician/Instrumentation Tech II	Monthly Yearly Hourly Bi-Monthly	\$6,261 \$75,132 \$39.83 \$3,452.00	\$6,575 \$78,900 \$41.83 \$3,625.00	\$82,848 \$43.92 \$3,806.50	\$86,988 \$46.12 \$3,997.00	\$91,344 \$48.42 \$4,196.50
	Monthly Yearly Hourly	\$6,261 \$75,132 \$39.83	\$6,575 \$78,900 \$41.83	\$82,848 \$43.92	\$86,988 \$46.12	\$91,344 \$48.42

APPENDIX D - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2024 (with a 2.5% Salary Increase)

	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
Electrician/Instrumentation Tech Senior	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
Electrician/Instrumentation Tech, Senior	Monthly	\$7,612	\$7,993	\$8,393	\$8,813	\$9,253
	Yearly	\$91,344 \$47.46	\$95,916 \$49.84	\$100,716 \$52.33	\$105,756 \$54.95	\$111,036 \$57.70
	Hourly Bi-Monthly	\$4,113.50	\$4,319.50	\$4,535.50	\$4,762.50	\$5,000.50
Engineer - Associate	Monthly	\$8,227	\$8,639	\$9,071	\$9,525	\$10,001
	Yearly	\$98,724	\$103,668	\$108,852	\$114,300	\$120,012
	Hourly	\$52.33	\$54.95	\$57.70	\$60.58	\$63.61
Engineer - Civil	Bi-Monthly	\$4,535.00 \$9,070	\$4,762.00	\$5,000.50 \$10,001	\$5,250.50	\$5,513.00
-	Monthly Yearly	\$108,840	\$9,524 \$114,288	\$10,001	\$10,501 \$126,012	\$11,026 \$132,312
	Hourly	\$57.69	\$60.57	\$63.60	\$66.78	\$70.12
Engineer - Civil Senior	Bi-Monthly	\$4,999.50	\$5,249.50	\$5,512.00	\$5,788.00	\$6,077.00
Engineer - Oivii Genioi	Monthly	\$9,999	\$10,499	\$11,024	\$11,576	\$12,154
	Yearly	\$119,988	\$125,988	\$132,288	\$138,912 \$57.60	\$145,848
	Hourly Bi-Monthly	\$49.83 \$4,319.00	\$52.33 \$4,535.00	\$54.95 \$4,762.00	\$57.69 \$5,000.00	\$60.58 \$5,250.00
Engineering Analyst	Monthly	\$8,638	\$9,070	\$9,524	\$10,000	\$10,500
	Yearly	\$103,656	\$108,840	\$114,288	\$120,000	\$126,000
	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
Engineering Coordinator	Bi-Monthly	\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
3 3 -	Monthly Yearly	\$6,138 \$73,656	\$6,445 \$77,340	\$6,768 \$81,216	\$7,106 \$85,272	\$7,461 \$89,532
	Hourly	\$33.73	\$35.42	\$37.19	\$39.06	\$41.01
Facility of the state of	Bi-Monthly	\$2,923.50	\$3,070.00	\$3,223.50	\$3,385.00	\$3,554.00
Engineering Technician I	Monthly	\$5,847	\$6,140	\$6,447	\$6,770	\$7,108
	Yearly	\$70,164	\$73,680	\$77,364	\$81,240	\$85,296
	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
Engineering Technician II	Bi-Monthly	\$3,384.50	\$3,554.00	\$3,732.00	\$3,918.50	\$4,114.50
	Monthly Yearly	\$6,769 \$81,228	\$7,108 \$85,296	\$7,464 \$89,568	\$7,837 \$94,044	\$8,229 \$98,748
	Hourly	\$45.20	\$47.46	\$49.84	\$52.33	\$54.95
Fraincesing Technician Conice	Bi-Monthly	\$3,917.50	\$4,113.50	\$4,319.50	\$4,535.50	\$4,762.00
Engineering Technician, Senior	Monthly	\$7,835	\$8,227	\$8,639	\$9,071	\$9,524
	Yearly	\$94,020	\$98,724	\$103,668	\$108,852	\$114,288
	Hourly Bi Monthly	\$27.75	\$29.14	\$30.60 \$2,652.00	\$32.13	\$33.74 \$2,924.00
Facilities Maintenance Technician	Bi-Monthly Monthly	\$2,405.00 \$4,810	\$2,525.50 \$5,051	\$2,652.00	\$2,784.50 \$5,569	\$2,924.00 \$5,848
	Yearly	\$57,720	\$60,612	\$63,648	\$66,828	\$70,176
	Hourly	\$49.83	\$52.33	\$54.95	\$57.69	\$60.58
Information Systems Administrator	Bi-Monthly	\$4,319.00	\$4,535.00	\$4,762.00	\$5,000.00	\$5,250.00
mornidaen cycleme / laminionalei	Monthly	\$8,638	\$9,070	\$9,524	\$10,000	\$10,500
	Yearly Hourly	\$103,656 \$35.41	\$108,840 \$37.18	\$114,288 \$39.05	\$120,000 \$41.00	\$126,000 \$43.04
		\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
Information Systems Analyst	Monthly	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
	Hourly	\$33.41	\$35.08	\$36.84	\$38.68	\$40.62
Mechanic I	Bi-Monthly	\$2,895.50	\$3,040.50	\$3,193.00	\$3,352.50	\$3,520.00
	Monthly Yearly	\$5,791 \$69,492	\$6,081 \$72,972	\$6,386 \$76,632	\$6,705 \$80,460	\$7,040 \$84,480
	Hourly	\$36.83	\$38.68	\$40.62	\$42.65	\$44.78
Mechanic II	Bi-Monthly	\$3,192.00	\$3,352.00	\$3,520.00	\$3,696.00	\$3,880.50
iviedianid ii	Monthly	\$6,384	\$6,704	\$7,040	\$7,392	\$7,761
	Yearly	\$76,608	\$80,448	\$84,480	\$88,704	\$93,132
	Hourly Bi Monthly	\$40.60	\$42.63 \$3,695.00	\$44.77	\$47.01	\$49.36 \$4,277.50
Mechanic, Senior	Bi-Monthly Monthly	\$3,519.00 \$7,038	\$3,695.00	\$3,880.00 \$7,760	\$4,074.00 \$8,148	\$8,555
	Yearly	\$84,456	\$88,680	\$93,120	\$97,776	\$102,660
	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72
Meter Reader Trainee	Bi-Monthly	\$2,119.00	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00
Motol Rodgol Hallice	Monthly	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
	Yearly	\$50,856 \$26.05	\$53,400	\$56,076	\$58,884 \$31.20	\$61,824
	Hourly Bi-Monthly	\$26.95 \$2,335.50	\$28.30 \$2,452.50	\$29.72 \$2,575.50	\$31.20 \$2,704.00	\$32.76 \$2,839.50
Meter Reader I	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13

APPENDIX D - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2024 (with a 2.5% Salary Increase)

Matau Dandau II	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
Meter Reader II	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
Purchasing Agent	Bi-Monthly	\$3,384.50	\$3,554.00	\$3,732.00	\$3,918.50	\$4,114.50
0 0	Monthly Yearly	\$6,769 \$81,228	\$7,108 \$85,296	\$7,464 \$89,568	\$7,837 \$94,044	\$8,229 \$98,748
	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
SCADA Technician I	Monthly	\$7,612	\$7,993	\$8,393	\$8,813	\$9,253
	Yearly	\$91,344	\$95,916	\$100,716	\$105,756	\$111,036
	Hourly	\$48.41	\$50.83	\$53.38	\$56.05	\$58.85
004D4 T 1 : : 0 :	Bi-Monthly	\$4,195.50	\$4,405.50	\$4,626.00	\$4,857.50	\$5,100.00
SCADA Technician, Senior	Monthly	\$8,391	\$8,811	\$9,252	\$9,715	\$10,200
	Yearly	\$100,692	\$105,732	\$111,024	\$116,580	\$122,400
	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
Oction Supervisor, Constituction/inspection	Monthly	\$7,992	\$8,392	\$8,812	\$9,253	\$9,715
	Yearly	\$95,904	\$100,704	\$105,744	\$111,036	\$116,580
	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
Senior Supervisor, Distribution & Collections	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
•	Monthly Yearly	\$7,992 \$95,904	\$8,392 \$100,704	\$8,812 \$105,744	\$9,253 \$111,036	\$9,715 \$116,590
		\$53.37	\$56.04	\$58.84	\$61.78	\$116,580 \$64.88
	Hourly Bi-Monthly	\$4,625.00	\$4,856.50	\$5,099.50	\$5,354.50	\$5,622.50
Senior Supervisor, Electrical/SCADA	Monthly	\$9,250	\$9,713	\$10,199	\$10,709	\$11,245
	Yearly	\$111,000	\$116,556	\$122,388	\$128,508	\$134,940
	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
Senior Supervisor, W/WW Operations	Monthly	\$7,992	\$8,392	\$8,812	\$9,253	\$9,715
	Yearly	\$95,904	\$100,704	\$105,744	\$111,036	\$116,580
	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
Utility Worker I*	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
Ounty Worker I	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
Utility Worker II*	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
·	Monthly Yearly	\$6,261 \$75,132	\$6,575 \$78,900	\$6,904 \$82,848	\$7,249 \$86,988	\$7,612 \$91,344
	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
Utility Worker Senior*	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8.393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
	Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
M/M/M Tractment Dient Onerster OIT	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
W/WW Treatment Plant Operator OIT	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
W/WW Treatment Plant Operator I	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
· · · · · · · · · · · · · · · · · · ·	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
	Hourly Bi Monthly	\$32.77 \$2,840.00	\$34.41 \$2,982.00	\$36.13 \$3,131.50	\$37.94 \$3,288.00	\$39.84 \$3,452.50
W/WW Treatment Plant Operator II	Bi-Monthly Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$3,452.50 \$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
MANAGAT CONTRACTOR CONTRACTOR	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
W/WW Treatment Plant Operator III	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
W/WW Treatment Plant Operator, Senior	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
vv/vv vv Treatment Flant Operator, Senior	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
Water Conservation Coordinator	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
vvaler Conservation Coordinator	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
* Addition of Hillity Worker Coving you Doe No						

^{*} Addition of Utility Worker Series per Res. No. 2021-82
** Addition of Customer Service Supervisor per Res. No. 2021-

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
Accountant I	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
7 toodantane 1	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
Accountant II	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
	Monthly Yearly	\$7,612 \$91,344	\$7,993 \$95,916	\$8,393 \$100,716	\$8,813 \$105,756	\$9,253 \$111,036
	Hourly Bi-Monthly	\$32.77 \$2,840.00	\$34.41 \$2,982.00	\$36.13 \$3,131.50	\$37.94 \$3,288.00	\$39.84 \$3,452.50
Accounting Technician I	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50		'	
Accounting Technician II		\$6,261		\$3,452.00 \$6,904	\$3,624.50 \$7,249	\$3,806.00
	Monthly		\$6,575			\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
	Hourly	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21
Administrative Technician I	Bi-Monthly	\$2,225.00 \$4,450	\$2,336.50 \$4.673	\$2,453.50 \$4,907	\$2,576.00 \$5,152	\$2,705.00 \$5,410
	Monthly Yearly	\$53,400	\$56,076	\$58,884	\$61,824	\$64,920
	Hourly	\$29.73	\$30,070	\$32.78	\$34.42	\$36.14
	Bi-Monthly	\$2,576.50	\$2,705.50	\$2,841.00	\$2,983.00	\$3,132.00
Administrative Technician II	Monthly	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264
	Yearly	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168
	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
Administrative Technician, Senior	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
O-ll-stine Contain Made Turing	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
Collection System Worker Trainee	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
Collection System Worker I	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
Collection System Worker I	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
Collection System Worker II	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
Collection System Worker III	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
·	Monthly Yearly	\$5,794 \$69,528	\$6,084 \$73,008	\$6,389 \$76,668	\$6,708 \$80,496	\$7,043 \$84,516
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
Collection System Worker IV	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
Collection System Worker, Senior	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
Construction Inspector I	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
Construction Inspector II	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
Construction Inspector II	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
Construction Inspector III	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
Constituotion mapeotor m	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
Construction Inspector, Senior	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
Constitution inopositor, Comor	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
Construction Worker I	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly Yearly	\$5,255 \$63,060	\$5,518 \$66,216	\$5,794 \$69,528	\$6,084 \$73,008	\$6,388 \$76,656
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
Comptunction Modern II	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
Construction Worker II	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
Construction Worker III	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly Yearly	\$6,387 \$76,644	\$6,707 \$80,484	\$7,043 \$84,516	\$7,395 \$88,740	\$7,765 \$93,180
	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
Construction Worker, Senior	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
	Hourly	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21
Customer Service Representative I	Bi-Monthly	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00	\$2,705.00
Gustomor Gervice Representative i	Monthly	\$4,450	\$4,673	\$4,907	\$5,152	\$5,410
	Yearly	\$53,400	\$56,076	\$58,884	\$61,824	\$64,920
	Hourly	\$29.73	\$31.22 \$2,705.50	\$32.78	\$34.42	\$36.14
Customer Service Representative II	Bi-Monthly	\$2,576.50 \$5,153	\$2,705.50 \$5,411	\$2,841.00 \$5,682	\$2,983.00 \$5,966	\$3,132.00
•	Monthly Yearly	\$61,836	\$64,932	\$68,184	\$5,966 \$71,592	\$6,264 \$75,168
	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
Customer Service Representative III	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
Customer Service Representative, Senior	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
Customer Service Representative, Serilor	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
Customer Service Supervisor**	Bi-Monthly	\$3,453	\$3,626	\$3,807	\$3,998	\$4,197
•	Monthly Yearly	\$6,905 \$82,860	\$7,251	\$7,614 \$91,368	\$7,995 \$95,940	\$8,394
	Hourly	\$24.94	\$87,012 \$26.19	\$27.50	\$28.88	\$100,728 \$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
Distribution Worker Trainee	Monthly	\$4,323	\$4.540	\$4.767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
Distribution Worker I	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
Distribution Worker i	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
Distribution Worker II	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly Yearly	\$5,255 \$63,060	\$5,518 \$66,216	\$5,794 \$69,528	\$6,084 \$73,008	\$6,388 \$76,656
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
Distribution Worker III	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
Distribution Worker IV	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
DISHIBUTION ANOLKEL IA	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
Distribution Worker, Senior	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
Biodibadon Worker, Como	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860 \$42.66	\$102,744
	Hourly Bi-Monthly	\$36.85 \$3,193.50	\$38.69 \$3,353.50	\$40.63 \$3,521.50	\$42.66 \$3,697.50	\$44.80 \$3,882.50
		φ3, 133.3U			\$3,697.50 \$7,395	\$3,882.50
Electrician/Instrumentation Tech I		\$ 6	\$6 /II/			
Electrician/Instrumentation Tech I	Monthly	\$6,387 \$76.644	\$6,707 \$80.484	\$7,043 \$84.516		\$93.180
Electrician/Instrumentation Tech I	Monthly Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
	Monthly	\$76,644 \$40.63	\$80,484 \$42.67		\$88,740 \$47.05	\$93,180 \$49.40
Electrician/Instrumentation Tech I Electrician/Instrumentation Tech II	Monthly Yearly Hourly	\$76,644 \$40.63 \$3,521.50 \$7,043	\$80,484	\$84,516 \$44.80	\$88,740 \$47.05 \$4,077.50 \$8,155	\$93,180
	Monthly Yearly Hourly Bi-Monthly	\$76,644 \$40.63 \$3,521.50	\$80,484 \$42.67 \$3,698.00	\$84,516 \$44.80 \$3,883.00	\$88,740 \$47.05 \$4,077.50	\$93,180 \$49.40 \$4,281.00

Electrician/Instrumentation Tech, Senior Bi-Monthly \$3,882.50 \$4,077.00 \$4,281.00 \$4,495.00 \$4,725 Monthly \$7,765 \$8,154 \$8,652 \$8,990 \$9,446 Monthly \$93,180 \$97,848 \$102,744 \$107,880 \$113,24 Monthly \$4,196.00 \$4,406.00 \$4,626.50 \$4,856.00 \$5,106.50 \$4,856.00 \$4,8		Hourly	\$44.80	\$47.04	\$49.40	\$51.87	\$54.46
Note	Flectrician/Instrumentation Tech Senior	Bi-Monthly	\$3,882.50	\$4,077.00	\$4,281.00	\$4,495.00	\$4,720.00
Engineer - Associate Hourly \$48.42 \$50.84 \$53.38 \$50.05 \$58.85 Holly \$83.92 \$8.812 \$9.253 \$9.716 \$10.29 Fermioneer - Civil Hourly \$53.38 \$55.05 \$58.85 \$81.79 \$54.85 Hourly \$53.38 \$55.05 \$58.85 \$81.79 \$54.85 Hourly \$53.38 \$55.05 \$58.85 \$81.79 \$54.85 Hourly \$50.38 \$55.05 \$58.85 \$81.79 \$54.85 Hourly \$50.38 \$55.05 \$58.85 \$81.79 \$54.85 Hourly \$50.38 \$55.05 \$58.85 \$36.75 \$55.05 Yearly \$11.024 \$116.580 \$12.2412 \$125.532 \$134.85 Hourly \$58.84 \$81.78 \$54.88 \$88.12 \$11.807 \$11.24 \$11.	Electrician/mistrumentation rech, Senior						\$9,440
Bindonthy \$4,196,00 \$4,406,00 \$4,626,50 \$4,858,00 \$5,100 Monthly \$8,392 \$9,235 \$9,235 \$9,716 \$1,000 Yearly \$100,704 \$105,744 \$111,038 \$116,592 \$122,412 \$128,533 \$8,812 \$9,235 \$124,500 \$1,000							
Monthly \$8,392 \$8,812 \$9,253 \$9,716 \$10,204 \$10,704 \$105,744 \$111,036 \$116,592 \$12,240 \$100,704 \$4,805,00 \$4,805,00 \$58,85 \$61,79 \$64,805,00 \$4,805,00 \$58,85 \$61,79 \$64,805,00 \$4,805,00 \$50,805 \$50,805 \$61,005,00 \$60,805 \$61,005,00 \$60,805 \$61,005,00 \$60,805 \$61,005,00 \$60,805 \$61,005,00 \$60,805 \$62,005,00 \$60,805 \$62,005,00 \$60,805 \$62,005 \$60,805 \$62,005 \$60,805 \$62,005 \$60,805 \$62,005 \$60,805 \$60							\$5,100.50
Hourly \$3.3.8 \$56.06 \$58.85 \$61.79 \$64.86	Engineer - Associate						\$10,201
Beh-Monthly \$4,026,00 \$4,857,50 \$5,100,50 \$5,355,50 \$5,505,50 \$5,00,50 \$4,505,50 \$5,00,50 \$4,505,50 \$5,00,50 \$4,505,50 \$5,00,50 \$4,505,50 \$5,00,50 \$4,505,							\$122,412
Monthly \$9,262 \$9,716 \$10,201 \$10,711 \$11,2 \$11,							\$64.89
Pearly \$111.024 \$116.580 \$122.412 \$128.532 \$133.4 \$10.4 \$10.580 \$10.709 \$10.	Engineer - Civil						
Engineer - Civil Senior							\$134,964
Monthly \$10,199 \$10,709 \$11,245 \$11,807 \$12,37 \$12,38 \$12,388 \$128,508 \$314,940 \$141,684 \$148,7 \$124,505 \$14,405.50 \$14,405.50 \$14,205.50 \$14,205.50 \$14,245 \$14,807 \$14,405.50 \$14,205.		Hourly	\$58.84	\$61.78	\$64.88	\$68.12	\$71.53
Molnthy Yearly \$12,388 \$12,8508 \$13,450 \$11,807 \$11,807 \$12,35 \$10,099 \$11,245 \$11,807 \$14,1684 \$1487,	Engineer - Civil Senior				\$5,622.50		\$6,199.00
Hourly \$50.83 \$53.38 \$56.05 \$58.85 \$61.75	gco						\$12,398 \$149.776
Bi-Monthly \$4.405.50 \$4.626.00 \$5.105.00 \$5.305.00 \$5.305.00 \$5.305.00 \$5.305.00 \$7.205.00 \$7.							
Monthly \$8,8111 \$9,252 \$9,715 \$10,201 \$10,77							\$5,355.50
Hourly \$36.12 \$37.93 \$39.83 \$41.82 \$43.80	Engineering Analyst	Monthly	. ,		\$9,715	\$10,201	\$10,711
Bi-Monthly \$3,130.50 \$3.287.50 \$3.452.00 \$3.624.50 \$3.826.50 Monthly \$6,261 \$6,575 \$6,904 \$7,249 \$7,619							\$128,532
Monthly \$6,261 \$6,575 \$6,904 \$7,249 \$7,61							\$43.92
Yearly	Engineering Coordinator						
Hourly \$34.41 \$36.13 \$37.94 \$39.84 \$41.8							\$91,344
Monthly \$5,964 \$6,263 \$6,577 \$6,905 \$7,257 \$7,947 \$7,1568 \$75,156 \$78,924 \$82,860 \$87,00 \$39,94 \$41,83 \$43,93 \$46,13 \$48,44 \$40,40 \$40,4	_						\$41.83
Molithity \$5,964 \$6,265 \$78,924 \$82,860 \$87,00 \$71,566 \$78,924 \$82,860 \$87,00 \$8	Engineering Technician I						\$3,625.50
Hourly \$39.84 \$41.83 \$43.93 \$46.13 \$48.44	Engineering redifficiant				\$6,577		\$7,251
Bi-Monthly \$3,452.50 \$3,67.50 \$3,807.00 \$3,997.50 \$4,197		,					
Monthly \$6,905 \$7,251 \$7,614 \$7,995 \$8,335 Yearly \$82,860 \$87,012 \$91,368 \$95,940 \$100,704 Hourly \$46,11 \$48,42 \$50,84 \$53,38 \$56,00 Monthly \$7,992 \$8,392 \$8,812 \$9,253 \$9,715 Hourly \$95,904 \$100,704 \$105,744 \$111,036 \$116,55 Hourly \$27,61 \$29,00 \$30,45 \$31,97 \$33,55 Hourly \$4,786 \$5,026 \$5,278 \$5,542 \$5,81 Hourly \$4,782 \$60,312 \$63,336 \$66,504 \$69,81 Hourly \$50,83 \$53,38 \$56,05 \$58,85 \$61,7 Hourly \$50,83 \$53,38 \$56,05 \$58,85 \$61,7 Hourly \$105,732 \$111,024 \$116,580 \$122,412 \$128,5 Hourly \$36,12 \$37,93 \$39,83 \$41,82 \$43,9 Hourly \$36,261 \$6,575 \$6,904 \$7,249 \$7,61 Yearly \$75,132 \$78,900 \$82,848 \$86,988 \$91,3 Hourly \$34,08 \$35,79 \$37,58 \$39,46 \$41,4 Hourly \$37,50 \$3,419,00 \$3,590,00 \$3,769,50 \$3,957,50 Monthly \$3,950,00 \$3,41,95,00 \$3,957,50 \$3,956,00 Monthly \$3,957,50 \$3,149,00 \$3,957,50 \$3,155,50 \$3,958,50 Monthly \$3,989,00 \$3,41,95,50 \$3,957,50 \$3,155,50 \$4,363 Hourly \$37,512 \$78,900 \$3,780 \$3,980 \$3,793 \$3,983 Hourly \$34,08 \$35,79 \$37,58 \$39,46 \$41,4 Hourly \$34,08 \$35,79 \$37,58 \$39,46 \$41,4 Hourly \$37,50 \$3,419,00 \$3,590,00 \$3,769,50 \$3,957,50 \$3,957,50 \$3,957,50 \$3,957,50 \$3,957,50 \$3,957,50 \$3,957,50 \$3,957,50 \$3,957,50 \$4,155,50 \$4,363 \$3,957,50 \$3,957,50 \$4,155,50 \$4,363 \$3,957,50 \$3,957,50 \$4,155,50 \$4,363 \$3,960,00 \$3,769,50 \$3,957,50 \$4,155,50 \$4,363 \$3,960,00 \$3,957,50 \$3,957,50 \$4,155,50 \$4,363 \$3,960,00 \$3,957,50 \$4,155,50 \$4,363 \$4,166 \$4,795 \$4,363 \$4,166 \$4,795 \$4,363 \$4,166 \$4,795 \$							\$4,197.00
Hourly \$46.11 \$48.42 \$50.84 \$53.38 \$56.00	Engineering Technician II						\$8,394
Bi-Monthly		Yearly					\$100,728
Monthly \$7,992 \$8,392 \$8,812 \$9,253 \$9,715							\$56.05
Yearly	Engineering Technician, Senior					. ,	\$4,857.50
Hourly \$27.61 \$29.00 \$30.45 \$31.97 \$33.55 Bi-Monthly \$2,393.00 \$2,513.00 \$2,639.00 \$2,771.00 \$2,909 Monthly \$4,786 \$5,026 \$5,278 \$5,542 \$5,81 Yearly \$57,432 \$60,312 \$63,336 \$66,504 \$69,83 Hourly \$50.83 \$53.38 \$56.05 \$58.85 \$61.7 Hourly \$50.83 \$53.38 \$56.05 \$58.85 \$61.7 Hourly \$105,732 \$111,024 \$116,580 \$122,412 \$128,5 Hourly \$36.12 \$37.93 \$39.83 \$41.82 \$43.9 Hourly \$36.12 \$37.93 \$39.83 \$41.82 \$43.9 Hourly \$36.61 \$6,575 \$6,904 \$7,249 \$7,61 Yearly \$75,132 \$78,900 \$82,848 \$86,988 \$91,3 Hourly \$34.08 \$35.79 \$37.58 \$39.46 \$41.4 Hourly \$34.08 \$35.79 \$37.58 \$39.46 \$41.4 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.6 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.6 Hourly \$78,144 \$82,056 \$86,160 \$90,468 \$94.9 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Hourly \$41.42 \$43.4	-						\$9,715 \$116,580
Bi-Monthly							\$33.57
Monthly \$4,786 \$5,026 \$5,278 \$5,542 \$5,645 Yearly \$57,432 \$60,312 \$63,336 \$66,504 \$69,85 Hourly \$50.83 \$53.38 \$56.05 \$58.85 \$61.7 Hourly \$4,405.50 \$4,626.00 \$4,857.50 \$5,100.50 \$5,355 Monthly \$8,811 \$9,252 \$9,715 \$10,201 \$10,7 Yearly \$105,732 \$111,024 \$116,580 \$122,412 \$128,5 Hourly \$36.12 \$37.93 \$39.83 \$41.82 \$43.9 Hourly \$36.12 \$37.93 \$39.83 \$41.82 \$43.9 Monthly \$6,261 \$6,575 \$6,904 \$7,249 \$7,61 Yearly \$75,132 \$78,900 \$82,848 \$86,988 \$91,3 Hourly \$34.08 \$35.79 \$37.58 \$39.46 \$41.4 Hourly \$34.08 \$35.79 \$37.58 \$39.46 \$41.4 Hourly \$70,884 \$74,436 \$78,168 \$82,068 \$86,11 Yearly \$70,884 \$74,436 \$78,168 \$82,068 \$86,11 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.6 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,98 Hourly \$78,144 \$82,056 \$86,160 \$90,468 \$94,91 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Hourly \$41	Facilities Maintenance Technician		\$2,393.00	\$2,513.00			\$2,909.50
Hourly \$50.83 \$53.38 \$56.05 \$58.85 \$61.7	r admites maintenance redifficiali						\$5,819
Bi-Monthly		,					\$69,828
Monthly							\$5,355.50
Yearly	Information Systems Administrator						\$10,711
Bi-Monthly							\$128,532
Monthly \$6,261 \$6,575 \$6,904 \$7,249 \$7,61 Yearly \$75,132 \$78,900 \$82,848 \$86,988 \$91,34 Hourly \$34.08 \$35.79 \$37.58 \$39.46 \$41.4 Bi-Monthly \$2,953.50 \$3,101.50 \$3,257.00 \$3,419.50 \$3,590 Monthly \$5,907 \$6,203 \$6,514 \$6,839 \$7,18 Yearly \$70,884 \$74,436 \$78,168 \$82,068 \$86,1 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.66 Hourly \$3,256.00 \$3,419.00 \$3,590.00 \$3,769.50 \$3,958 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,95 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$60.3 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$60.3 Hourly \$41.42 \$43.49 \$45.66 \$							\$43.92
Molitily	Information Systems Analyst						\$3,806.00
Mechanic I Hourly Bi-Monthly \$34.08 \$35.79 \$37.58 \$39.46 \$41.4 Bi-Monthly \$2,953.50 \$3,101.50 \$3,257.00 \$3,419.50 \$3,590 Monthly \$5,907 \$6,203 \$6,514 \$6,839 \$7,18 Yearly \$70,884 \$74,436 \$78,168 \$82,068 \$86,1 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.6 Bi-Monthly \$3,256.00 \$3,419.00 \$3,590.00 \$3,769.50 \$3,958 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,99 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363	,						
Mechanic I Bi-Monthly \$2,953.50 \$3,101.50 \$3,257.00 \$3,419.50 \$3,590 Monthly \$5,907 \$6,203 \$6,514 \$6,839 \$7,18 Yearly \$70,884 \$74,436 \$78,168 \$82,068 \$86,1 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.6 Bi-Monthly \$3,256.00 \$3,419.00 \$3,590.00 \$3,769.50 \$3,958 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,99 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363		,					\$41.43
Monthly \$5,907 \$6,203 \$6,514 \$6,839 \$7,18 Yearly \$70,884 \$74,436 \$78,168 \$82,068 \$86,1 Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.66 Bi-Monthly \$3,256.00 \$3,419.00 \$3,590.00 \$3,769.50 \$3,958 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,95 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363	Mechanic I			\$3,101.50		\$3,419.50	\$3,590.50
Hourly \$37.57 \$39.45 \$41.42 \$43.49 \$45.66 Bi-Monthly \$3,256.00 \$3,419.00 \$3,590.00 \$3,769.50 \$3,958 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,95 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363	ivi c chanic i		\$5,907	\$6,203		\$6,839	\$7,181
Mechanic II Bi-Monthly \$3,256.00 \$3,419.00 \$3,590.00 \$3,769.50 \$3,958 Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,95 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363							\$86,172
Monthly \$6,512 \$6,838 \$7,180 \$7,539 \$7,91 Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,95 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363 Monthly \$4,55.50 \$4,363 \$4,55.50 \$4,363 Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363 Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363 Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363 Monthly \$4,566 \$4,765 \$4,363 Monthly \$4,566 \$4,765 \$4,363 Monthly \$4,566 \$4,765 \$4,363 Monthly \$3,589.50 \$3,769.00 \$3,957.50 Monthly \$4,566 \$4,765 \$4,363 Monthly \$4							
Yearly \$78,144 \$82,056 \$86,160 \$90,468 \$94,99 Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363	Mechanic II						\$3,958.00
Hourly \$41.42 \$43.49 \$45.66 \$47.95 \$50.3 Bi-Monthly \$3,589.50 \$3,769.00 \$3,957.50 \$4,155.50 \$4,363							\$94,992
		Hourly	\$41.42	\$43.49	\$45.66	\$47.95	\$50.35
I Monthly I \$7.179 I \$7.538 I \$7.915 I \$8.311 I \$8.79	Mechanic. Senior						\$4,363.50
Yearly \$86,148 \$90,456 \$94,980 \$99,732 \$104,7		Monthly	\$7,179 \$86.148	\$7,538 \$90,456	\$7,915 \$94,980	\$8,311 \$99,732	\$8,727 \$104,724
							\$104,724
Bi-Monthly \$2 161 50 \$2 270 00 \$2 383 50 \$2 503 00 \$2 628	M (B (T)						\$2,628.00
Monthly \$4,323 \$4,540 \$4,767 \$5,006 \$5,25	Meter Reader Trainee					\$5,006	\$5,256
Yearly \$51,876 \$54,480 \$57,204 \$60,072 \$63,0		Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
							\$33.42
	Meter Reader I						\$2,896.50 \$5,703
Monthly			\$57.180				\$5,793 \$69,516
	Classification	,					Step 5
							\$36.85

APPENDIX E - SEIU Local 1021 Union Wage Schedule PROPOSED Effective 7/01/2025 (with a 2.0% Salary Increase)

Meter Reader II	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
Weter Neader II	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly Bi-Monthly	\$39.84 \$3,452.50	\$41.83 \$3,625.50	\$43.93 \$3,807.00	\$46.13 \$3,997.50	\$48.43 \$4,197.00
Purchasing Agent	Monthly	\$6,905	\$3,625.50	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
	Hourly	\$44.80	\$47.04	\$49.40	\$51.87	\$54.46
SCADA Tachnician I	Bi-Monthly	\$3,882.50	\$4,077.00	\$4,281.00	\$4,495.00	\$4,720.00
SCADA Technician I	Monthly	\$7,765	\$8,154	\$8,562	\$8,990	\$9,440
	Yearly	\$93,180	\$97,848	\$102,744	\$107,880	\$113,280
	Hourly	\$49.38	\$51.85	\$54.44	\$57.17	\$60.02
SCADA Technician, Senior	Bi-Monthly Monthly	\$4,279.50 \$8,559	\$4,493.50 \$8,987	\$4,718.50 \$9,437	\$4,954.50 \$9,909	\$5,202.00 \$10,404
	Yearly	\$102,708	\$107,844	\$113,244	\$118,908	\$124,848
	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
Senior Supervisor, Construction/Inspection	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
Senior Supervisor, Distribution & Collections	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
,	Monthly Yearly	\$8,152 \$97,824	\$8,560 \$102,720	\$8,988 \$107,856	\$9,438 \$113,256	\$9,910 \$118,920
	Hourly	\$54.43	\$57.16	\$60.02	\$63.02	\$66.17
	Bi-Monthly	\$4,717.50	\$4,953.50	\$5,201.50	\$5,461.50	\$5,734.50
Senior Supervisor, Electrical/SCADA	Monthly	\$9,435	\$9,907	\$10,403	\$10,923	\$11,469
	Yearly	\$113,220	\$118,884	\$124,836	\$131,076	\$137,628
	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
Senior Supervisor, W/WW Operations	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
Comer Capervicor, 1771 17 Operations	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
	Hourly Bi-Monthly	\$30.32 \$2,627.50	\$31.83 \$2,759.00	\$33.43 \$2,897.00	\$35.10 \$3,042.00	\$36.85 \$3,194.00
Utility Worker I*	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
Utility Worker II*	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
Othity Worker ii	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
	Hourly Bi-Monthly	\$40.63	\$42.67	\$44.80	\$47.05 \$4,077.50	\$49.40
Utility Worker Senior*	Monthly	\$3,521.50 \$7,043	\$3,698.00 \$7,396	\$3,883.00 \$7,766	\$8,155	\$4,281.00 \$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
W/W/W Treatment Plant Operator, OIT	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
W/WW Treatment Plant Operator OIT	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
W/WW Treatment Plant Operator I	Bi-Monthly Monthly	\$2,627.50 \$5,255	\$2,759.00 \$5,518	\$2,897.00 \$5,794	\$3,042.00 \$6,084	\$3,194.00 \$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
M/M/M Treatment Blant Onester !!	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
W/WW Treatment Plant Operator II	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
W/WW Treatment Plant Operator III	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
·	Monthly Yearly	\$6,387 \$76,644	\$6,707 \$80,484	\$7,043 \$84,516	\$7,395 \$88,740	\$7,765 \$93,180
	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
W/WW Treatment Plant Operator, Senior	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
Water Conservation Coordinator	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
vvater Conservation Coordinator	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
* Addition of Litility Worker Series per Res No.						

^{*} Addition of Utility Worker Series per Res. No. 2021-82
** Addition of Customer Service Supervisor per Res. No. 2021-____

RESOLUTION NO. 2021-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE CALAVERAS COUNTY WATER DISTRICT

APPROVING A SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CALAVERAS COUNTY WATER DISTRICT AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021 EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2026

WHEREAS, both the Board of Directors of the Calaveras County Water District (CCWD) and SEIU Local 1021 entered into a MOU having an effective date of July 1, 2021 through June 30, 2026, the terms of which the MOU are incorporated herein by this reference; and

WHEREAS, the Board of Directors agree to the addition of a Customer Service Supervisor classification; and

WHEREAS, District staff have successfully met and conferred with SEIU Local 1021 executive team to address concerns regarding the addition of the classification.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the CALAVERAS COUNTY WATER DISTRICT approve the addition of the Customer Service Supervisor classification as depicted in the wage schedule effective November 23, 2021, attached hereto and made a part hereof.

PASSED AND ADOPTED by this 23rd day of November 2021 by the following vote:

43/50

AYES: NOES: ABSTAIN: ABSENT:	CALAVERAS COUNTY WATER DISTRICT
ATTEST:	Jeff Davidson, President Board of Directors
Rebecca Hitchcock Clerk to the Board	

Department	Full Time Position	FY 2020-21	FY 2021-22
Administrative Services	Accountant I/II*	2	2
	Accounting Technician I/II	1	1
	Customer Service Representative I/II/III/SR	3	3
	Customer Service Supervisor +	0	1
	Director of Administrative Services	1	1
	External Affairs Manager	1	1
	Information System Administrator	1	1
	Succession IT Admin (2 Months) **	0	0.17
59 – Administrative Services Total		9	10.17
Engineering/Technical Services	Civil Engineer	1	0
	Construction Inspector I/II/III/SR	1	0
	District Engineer	1	1
	Engineer - Associate, Civil, Senior	0	3
	Engineering Coordinator	1	1
	Engineering Technician	1	1
	Senior Civil Engineer	2	0
	Senior Supervisor of Construction/ Inspection	0	1
58 – Engineering/Technical Services Total		7	7
General Management	Executive Assistant/Clerk to the Board	1	1
	General Manager	1	1
	Human Resources Manager	1	1
	Human Resources Technician	1	1
General Management Total		4	4
Utility Services	Administrative Technician I/II/Sr	1	1
	Collection System Worker I/II/III/IV/Sr	5	5
	Construction and Maintenance Manager	1	1
	Construction Worker I/II/III/Sr	7	7
	Director of Operations	1	1
	Distribution Worker I/II/III/IV/Sr	7	9
	Electrical/Instrumentation Tech I/II/Sr	1	1
	Electrical/SCADA Senior Supervisor	1	1
	Facilities Maintenance Worker	1	1
	Mechanic I/II/Sr	4	3
	Meter Reader Trainee/I/II	2	0
	Operations, Senior Supervisor	4	4
	Plant Operations Manager	1	1
	Purchasing Agent	1	1
	SCADA Technician I/Sr	2	2
	Utility Worker I/II/Sr***	0	3
	Water/Wastewater Plant Operator	10	10
Utility Services Total	,	49	51
Water Resources	Manager of Water Resources	1	1
Water Resources Total	Wallager of Water Resources	1	1

^{*} Accountant II Retiring Mid Year

^{**} IT Administrator succession overlap for 2 months

^{***} Added Utility Worker Series per Res. No. 2021-83

⁺ Added Customer Service Supervisor per Res. No. 2021-

RESOLUTION NO. 2021-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE CALAVERAS COUNTY WATER DISTRICT TO AMEND THE FISCAL YEAR 2021-22 PERSONNEL ALLOCATION

WHEREAS, the Board of Directors of the CALAVERAS COUNTY WATER DISTRICT adopted Resolution 2021-44 on June 23, 2021 approving Fiscal Year 2021-22 Personnel Allocation; and

WHEREAS, the Board of Directors adopted Resolution 2021-83 to amend the Fiscal Year 2021-22 Personnel Allocation; and

WHEREAS, the Board of Directors does hereby find that it is in the best interest of the District to add a Customer Service Supervisor; and

NOW, THEREFORE BE IT RESOLVED, the Board of Directors of the CALAVERAS COUNTY WATER DISTRICT authorizes an amendment to the Fiscal Year 2021-22 Personnel Allocation, attached hereto and made a part hereof, is hereby approved and adopted.

PASSED AND ADOPTED this 23rd day of November 2021 by the following vote:

AYES: NOES: ABSTAIN: ABSENT:	
	CALAVERAS COUNTY WATER DISTRICT
	Jeff Davidson, President Board of Directors
ATTEST:	
Rebecca Hitchcock Clerk to the Board	_